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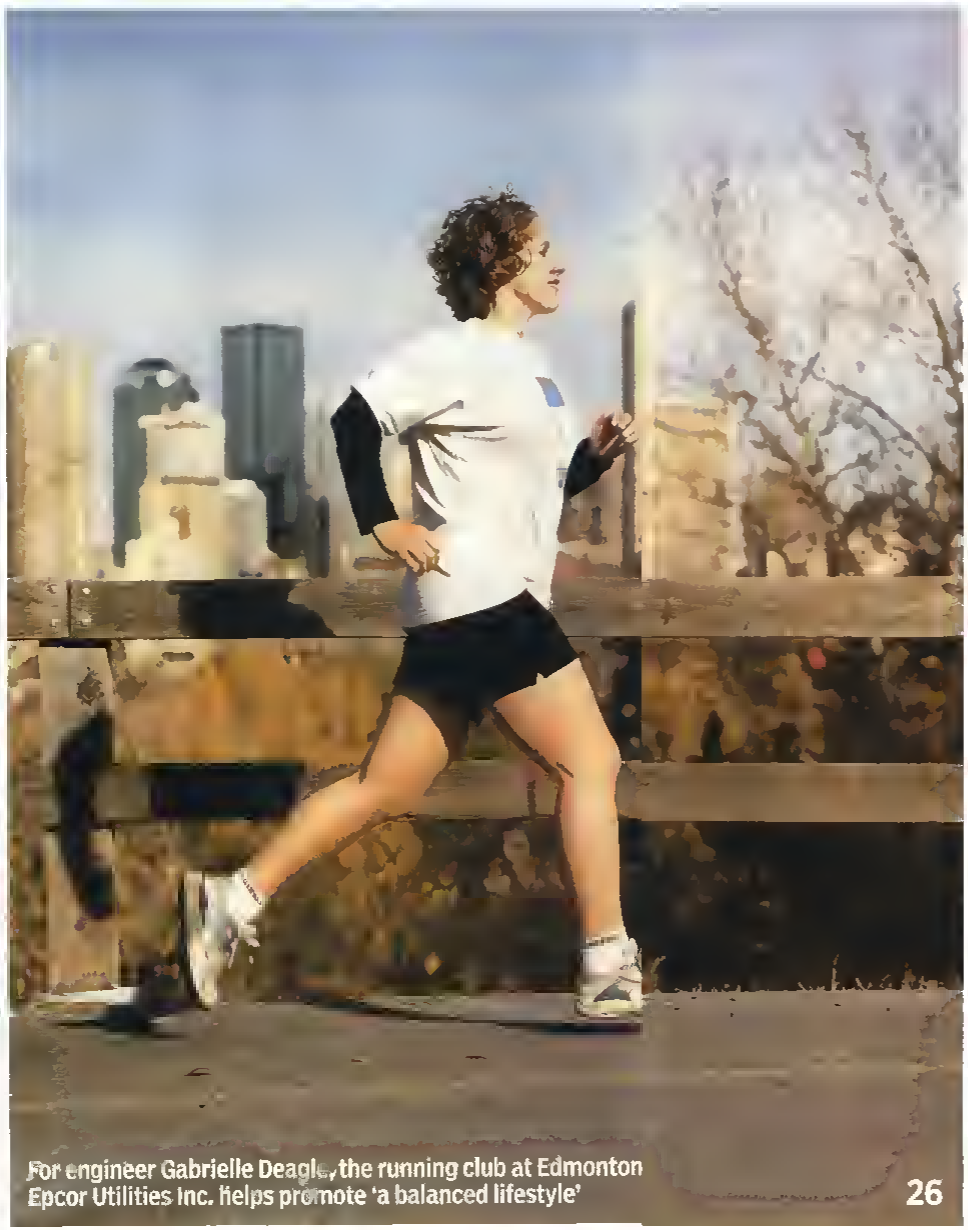
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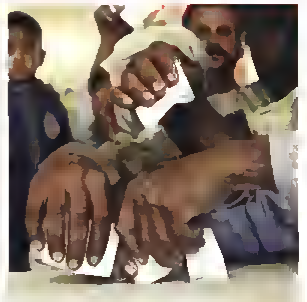
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COVER PHOTOGRAPH BY PETER BREGG/MACLEAN'S. PHOTOGRAPH (ABOVE) BY PETER BREGG/MACLEAN'S; AKRAM SALAH/REUTERS



DIFFERENT BUT THE SAME

Canadians and Americans learn lessons from each other—sometimes bad ones

IN DOUGLAS COUPLAND'S terrific new(ish) book, *Souvenir of Canada*, he alternates photographs of familiar, distinctly Canadian objects (things like stubby beer bottles and table hockey sets) with short essays. One of those, "Them," explores the views of Coupland—who as an author has succeeded on both sides of the border—toward the United States. Initially, he says, he thought being Canadian amounted to "being a watered-down version of being American." Then, he writes, he "began seeing Canadians and Americans as basically equal." In the 1990s, he continues, he decided that Canada had become "*different* from the United States. Not superior and not worse, but undeniably *different*."

That should be an easy thesis to accept, but this being Canada, it isn't so. Most Canadians would never publicly and flatly declare ourselves superior to another country—imagine announcing, say, *we're better than Belgium!*—but a segment of our society sneers at anything American. Just as another segment presumes, as Coupland did in his younger days, that anything American is automatically better.

Both attitudes impede our education as a nation: we learn nothing from differences if we measure them in black and white terms. It's far more constructive to look at our two countries more dispassionately, as Coupland does. Consider politics, and some recent events. Canada has a titular head of state (the Queen) and, in effect, an elected one, the prime minister. That means you can second-guess the prime minister on issues of national importance—such as whether we should join in an attack on Iraq—without anyone suggesting you're disloyal. That's one reason why our debate on that issue has been relatively reasoned. Not so in the United States, where the president is the embodiment of the state on international issues and critics are loath to express their private reservations about attacking Iraq. Similarly, Americans who come here to visit are often knocked out—favourably—by question period in the House of Commons, because they have no such equivalent. It is, they marvel, a great democratic equalizer.

On the other hand, Americans have nothing resembling the blind loyalty demanded of party members in our system. Republicans and Democrats routinely break ranks on many domestic issues. The private shame that many federal Liberals feel—and should—over revelations of Solicitor General Lawrence MacAulay's patronage programs in Prince Edward Island, and Jean Chrétien's apparent indifference or approval, wouldn't remain private in America. Politicians should not have to choose between their party and their sense of honour.

The American president seems to have huge powers, but an elaborate system of checks and balances creates gridlock, competing interests, and frustration. George W. Bush is an enormous force on the world stage, and much more diminished domestically. The Canadian parliamentary system appears to make the prime minister's powers less significant than those of a president, but, as the political scientist Donald Savoie pointed out in his 1999 book *Governing from the Centre: the Concentration of Power in Canadian Politics*, Chrétien has been particularly adept at centralizing power in his own office. Overall, both political systems are in disrepair, and disrepute. So alike, yet so different, we learn from each other—perhaps, at times, the wrong lessons.

Anthony Wilson-Smith

response@macleans.ca to comment on The Editor's Letter

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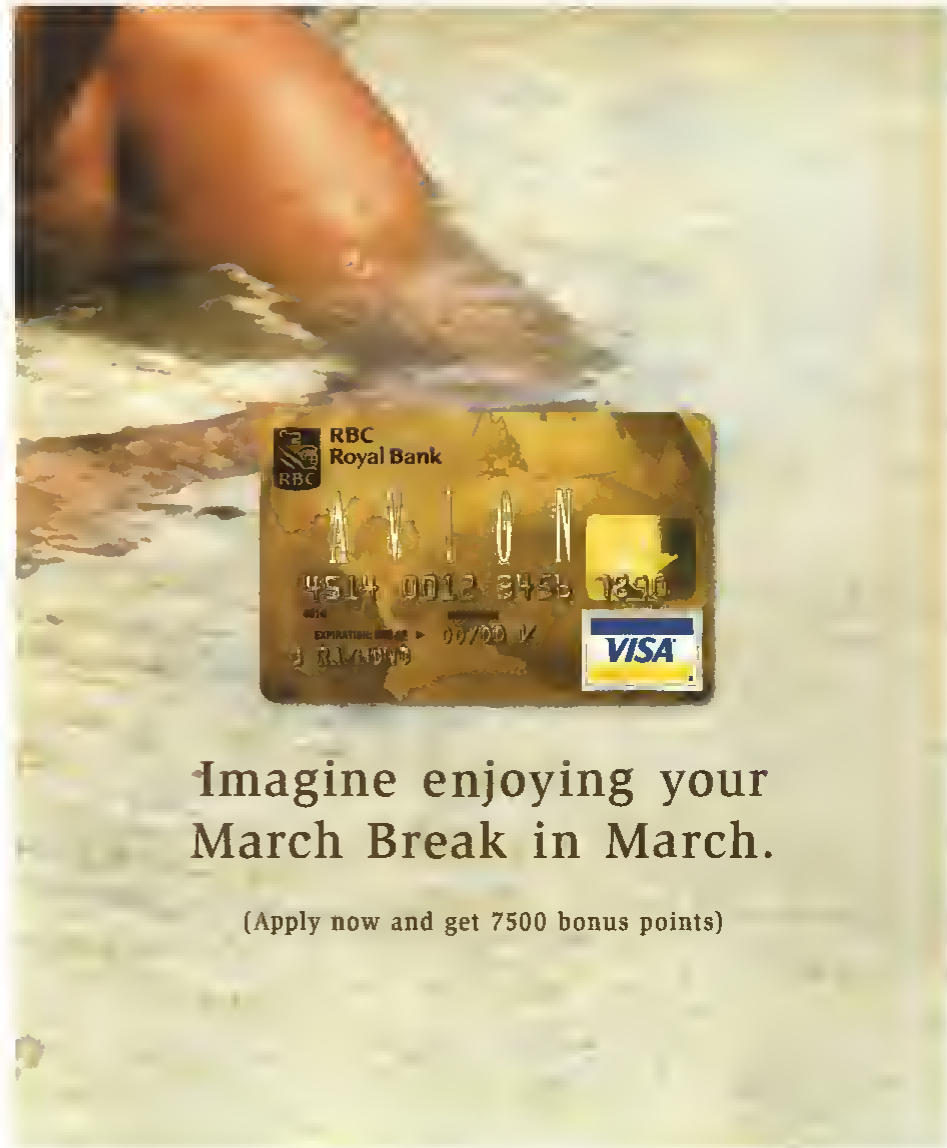
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'Kyoto is such a minimal response to a well-proven threat of climate change that it is hard to credit predictions of industrial doom.' —R MIKE EATON Dartmouth, N.S.

A worthy idol

Managing to pry your magazine from the clutches of my 10-year-old son, Matthew, I read with pleasure another Canadian success story ("Dreaming big," Cover, Oct. 14). Matthew has elected himself Jarome Iginla's greatest fan, consistently drawing parallels between himself and Jarome: both in St. Albert Minor Hockey, both wear No. 12, both with a black father and white mother, both had their first 50-goal seasons last year, and on and on. A few weeks ago, Matthew finally met his idol in the lobby of a hockey arena. Like the kids in your story, he stood there, frozen in awe as Jarome spoke in a quiet, confident and comforting voice to all the kids clamoring for an autograph. Matthew nervously pulled his cherished 50th-goal puck from his pocket. In the 10 seconds it took for Jarome to sign it, Matthew reeled out every possible comparison he could draw between himself and his idol and Jarome listened intently, giving this kid his time and his attention.

Kevin MacPhee, St. Albert, Alta.

As a hockey mom, I enjoyed reading about a superstar who does not forget about the people who keep his star shining and the kids who look up to him. What a great example he is, especially when compared to many other superstars whose ethics are questionable.

Ann Culleton, Summerside, P.E.I.

Familiar figure

Mario Dumont ("A sea change in Quebec," Politics, Oct. 14). Haven't we seen it all before? The new Brian Mulroney!

Wayne Russell, Brandon, Man.

Hitchhiking for care

As a resident of Castlegar, B.C., which is located between the towns of Trail and Nelson and has also lost most of its hospital service, I found "Illness in the system" (Health Care, Oct. 14) of great interest. Numerous people have been hitchhiking to Trail for medical services. When I called



the office of the Interior Health Authority, I was told, "We are in the business of providing health care, not transportation." In this region, there is no access to health care without access to transportation. The response, at best, was disingenuous, at worst, criminally negligent.

Laurel Walton, Castlegar, B.C.

Drug control

Missing in your article on Colombia is recognition that the paramilitaries owe their existence to Colombia's most lucrative export, illicit drugs ("Confronting the past," Colombia, Oct. 14). These violent groups can exist only if the dominant model in dealing with our drug problem is prohibition. A shift to viewing it as a public-health concern, where the market is regulated, would result in saving both lives and money and more effectively managing this currently out of control situation.

Mark Haden, Vancouver

TO RATIFY OR NOT TO RATIFY? THAT'S THE QUESTION VEXING OUR READERS WHEN IT COMES to the Kyoto Protocol on reducing the production of greenhouse gases. "I am sick of people whining about how Kyoto would cause job losses and harm the economy," wrote ex-Saskatoonner Lyle McRae from North Bend, Wash. "It is time for Canadians to stop their sobbing and get on the bandwagon." Not so, wrote Brad Smid of St. Albert, Alta. "Canada," he said, "must step back from the ill-conceived Kyoto scheme and move forward with a plan that works for Canadians."

Lap of luxury

As a mother of two children under five, I'm tired of being told that I have a choice when it comes to a two-income family ("Choices and consequences," The Mail, Oct. 7). Unfortunately, I live neither in a small town nor 50 years ago. I live outside Vancouver where the average house price is just under $400,000. We live in a modest house and my mother lives in the basement suite. My husband makes a good living, but with only that we would be left with just $345 for the month after paying our base expenses—gas, hydro, phone, bus pass, mortgage, property taxes and house insurance. Perhaps your readers could advise me on which "luxury" I should discontinue in order to pay for food and clothing.

Lynne Chapman, North Vancouver

Compassionate care

My father recently required a biopsy, which was performed by neurosurgeon Dr. Mark Bernstein, whose article "Yes, it is brain surgery" (Health) appeared in the Oct. 14 issue. While having to deal with an extremely emotional wife, son, daughter and son-in-law, Dr. Bernstein delivered his prognosis (terminal) in a very dignified and professional fashion. He had the utmost respect for my father, his dignity and his right to know exactly what was happening to him. There is no way to thank a man as wonderful as Dr. Bernstein.

Marci Kalinsky, Thornhill, Ont.

All over the world

I thought "Life as as 'astronaut'" (Over to You, Oct. 14) would give me some new insight to what some international students must go through. I was wrong. This was the most self-indulgent piece I have come across in a long time. So Lena Sin has to fly all over the world to see her parents during breaks and holidays. At least

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she has the time and money to do that. Sin and her family want the best of both worlds—living in Hong Kong and being educated in Canada. That's fine, just don't complain about how hard it is.

Amy Wong, Edmonton

It pleases me to know that someone else is actually going through the same thing as me. Like Lena Sin, I can be called an "astronaut." My parents are of Chinese descent, but I was born and raised in Manila. We moved to Coquitlam, B.C., at the start of Grade 9. Now, I'm studying at the University of Toronto. I'm one of only two Asians in our political science class. In English, I was the only Asian. When I tell my Asian acquaintances I'm taking English, they look at me as if I'm from Mars. Well, excuse me for not taking business courses as most of them are. I travel back and forth to Vancouver, Manila, Hong Kong, Taiwan (where we have relatives) and London (where my brother is studying). I take those long trips to be with those I love, my family and friends.

Carrie Catherine Lee, Toronto

Kyoto discord

The Kyoto accord is another example of bad political leadership in Ottawa and why separation is a growing alternative in Alberta and other provinces. Canada's small percentage of emissions is not the issue ("A gathering storm over Kyoto," Environment, Oct. 14). What is the issue is the example Ottawa feels it must set so that Russia and other countries will sign on. The anti-Kyoto position of the U.S. is completely ignored by Ottawa since we are eager to impress our European and United Nations friends with our stand-up-to-the-U.S. image. What Ottawa has missed is the concept that you can't help the weak by weakening the strong. Working with the United States, we must use our economic muscle to become a super-economic power, set tough environmental standards for ourselves and assist the less economically advantaged in coming up with a strategy for making this a better planet to live on.

Ace Cetinski, Sherwood Park, Alta.

Suggesting that we should reconsider our commitment to Kyoto in light of its impact on our economy ("An Ugly Climate,"



Forget Kyoto, says one reader, and focus on setting our own tough environmental standards

Donald Coxe, Oct. 14) is like being concerned about the outcome of a poker game on the Titanic.

Tim Wake, Whistler, B.C.

Donald Coxe's column on Chrétien and Kyoto makes me wonder if the guy has actually stepped outside his perfectly climate-controlled office in the past few years to encounter the weather catastrophes affecting much of the world. I hope his grandchildren can breathe money!

Meg Thorburn, Associate Professor, Department of Population Medicine, University of Guelph, Guelph, Ont.

Donald Coxe should be required to read Allan R. Gregg's essay ("You call this progress?") in the same issue. Financial experts only look at the world through the lens of the stock market, with an emphasis on oil, GDP and automobile production. They make no attempt to factor in the costs of health issues due to excess pollution. Our nation should begin to support research on alternative energy sources, an inevitable requirement over the next few decades.

Ken MacKay, Rockwood, Ont.

Cannabis conundrum

Luke Fisher makes some excellent points about the failures of the Health Canada regulations to make cannabis available to those who need it ("Marijuana as medicine," The Back Page, Oct. 14). Unfortunately, he uses me as an example of special treatment because I am an American who has won an exemption to grow and possess a lot of pot I had to take Health Canada to the B.C. Supreme Court three times to win my exemption. Two top cancer specialists have written to support my high level of cannabis use.

Steve Kubby, Sechelt, B.C.

In defence of human insulin

I am disappointed in the misinformation presented on the safety of human insulin in the article by Stephen Leahy titled "Biotech hope and hype" (Science, Sept. 30). Human insulin has not produced "biotech's first human casualties." The safety of human insulin has been proven for almost 20 years, with numerous medical studies demonstrating that patients who transfer from animal source to biosynthetic human insulin experience improved glycemic control and reduced immunogenic responses. While it may be that "more than 400 people" have complained of difficulty in switching from animal to human insulin, when this is considered in the context of approximately 310,000 Canadians using human insulin, this percentage is extremely small. The Canadian and American Diabetes Associations recommend human insulin as the first choice for newly diagnosed patients with diabetes.

Dr. Loren D. Grossman, Associate Vice-President, Clinical Research, Eli Lilly Canada, Toronto

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GOING TO SCHOOL WITH *MACLEAN'S*

David Cornish has only one problem with *Maclean's* In-Class Program. "My students enjoy the discussions so much we sometimes have trouble finishing on time," says Cornish, who uses the program to teach world issues to Grade 12 and OAC level students at Beaver Brae Secondary School in Kenora, Ont.

Cornish has used the program, a cross-curriculum educational package based on *Maclean's* editorial content, for eight years. He says it effectively expands the walls of the classroom. "Students get so absorbed in discussions that they frequently continue outside school. Several parents have called to say how much they enjoy discussing issues with the students at home."

Cornish is one of 500 teachers at schools across Canada who use the In-Class Program to develop their students' reading, writing and critical thinking skills, says program manager Monica Kucharski (shown, with Al Hardy, left, and Peter Flaherty, right, who write the Teacher's Guide). "Teachers like the quality and currency of the materials and the Canadian content," she says, adding that about 14,000 Grade 7 to university-level students subscribe to the program.

A class subscription to *Maclean's* costs just 55 cents per student and includes a weekly Teacher's Guide with lesson plans, a monthly backgrounder, an index and a resource book. The program is also available on-line.

"The resource materials help focus students' reading, and the index updates build their research skills," says Comish. He also praises staff, including program supervisor Laura Colero. "They're tremendous. Whenever I need something for my class they go out of their way to find it for me."

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Ltd - 1235 56th Street, Delta (Ladner) Lawlor Jewellery Ltd - Tsawwassen Square Shopping Centre, Fort St.John Millennium Jewellers - 9600 93rd Avenue, Kamloops, BC Daniella Silver & Gold Ltd.- 249 - 450 Lansdowne St., R & L Jewellers Ltd. - 222 Victoria St., Ladysmith Grant Jewellers Ltd. - 432, 1st Avenue, Langley Golden Tree Jewellers - Willowbrook Mall, Maple Ridge Hammond Jewellery - 20032 Lougheed Hwy, Nanaimo Lugaro Jewellers Ltd. - Woodgrove Centre, North Vancouver International Watch - 1915 Lonsdale Ave., Lugaro Jewellers Ltd. - Capilano Mall, Richmond Paris Jewellers - Lansdowne Park Shopping Centre, Reliable Ltd. - 4380 No. 3 Road, La Swiss - Richmond Centre, Rossland Simone Jewellers Ltd - 2118 Columbia Ave., Sardis Thomas Fine Jewellery - 45610 Luckakuck Way, Surrey Timeco Ltd - Guildford Shopping Centre, Trail Lauener Bros. 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Ltd. - Pacific Mall, Times Circle, First Markham Place, Mississauga Armand Jewellers - Square One, Emilien Jewellers Ltd., Sheridan Place, European Jewellery Boutique - Square One, La Swiss, Square One, Public Jewellery - Mississauga Market Place, Royalty Jewellers Inc., Meadowvale Town Centre, The Gold Smith Shoppe Inc. - Erin Mills Town Centre, Owen Sound D.C. Taylor - Heritage Place, Orleans Fine Gold Jewellers - 110 Place d'Orleans Drive, Taing Jewellers Ltd. - 3007 St. Joseph, Ottawa Fine Gold Jewellers - Rideau Centre, Fine Gold Jewellers - Carlingwood Shopping Centre, Nederlands Jewellery Ltd. - Royal Bank Centre, R.L. Dixon Ltd. - 63 Sparks St., Taing Jewellers Ltd. - Rideau Centre, Pickering King's Watch Co. Ltd. - Pickering Town Centre, Richmond Hill Dynes Jewellers Ltd. - 10520 Yonge St., Times Square - Hillcrest Mall, Sarnia Hennie's Jewellery Ltd. - 459 Christina St. North, Sault Ste Marie Bennardo Jewellers Ltd. - Station Mall, Scarborough Fine Gold Jewellers - Scarborough Town Centre, La Swiss - Scarborough Town Centre, St. Catharines Fine Gold Jewellers - Pen Centre, Kavar Jewellers - Pen Centre, Sudbury Robert Brown Jewellers Inc. - 62 Cedar St., Thornhill Moshe Fine Jewellery - 1 Promenade Circle, Toronto David Jewellery & Watch Co. - 493 Dundas St. West, European Jewellery Boutique - Yorkdale Shopping Centre, European Jewellery Boutique - TD Centre, European Jewellery Boutique - Eaton Centre, European Jewellery Boutique - TD Centre, Fargo Time Canada Inc. - 835 Kipling Ave., Jalandhar Jewellers - 1064 Albion Road, La Swiss - Yorkdale Shopping Centre, La Swiss - Toronto Eaton Centre, La Swiss - Pearson Airport (Tier2), Lisa's Gems & Watches - 269 Spadina Ave., Marex Jewellery - Yorkdale Shopping Centre, Parthenon Jewellery & Gift - 371 Danforth Ave., Prestige Time Watches & Jewellery - 137 Yonge St., Arcade Bldg, Waterloo Hanashita Art & Jewel Shop - 1 King St. North, Willowdale Geneva - Fairview Mall, La Swiss - Fairview Mall, Windsor Abraham's Jewellery- 7385 Tecumseh Road East, Shanfield Meyers Jewellers - 188 Ouellette Ave., Woodbridge Damiani Jewellers Ltd. - 15 Jevlan Drive, QUEBEC Alma Bijouterie L'Or Loge Inc. - 65 rue St-Joseph, Plaza III, Brossard Bijouterie Lavgueur Llee - 7250 boul. 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Savard Inc. - 465 rue Lafontaine, Sillery V.R. Savard Inc. - 2486 chemin St-Louis, Ste-Foy Bijouterie Rayon d'Or - Place Laurier, Bijouterie Webster Inc. -Place de la Cité, Diamants Elinor - Place Ste-Foy, St-Leonard Le Chemin d'Or Inc. - 7999 boul. Les Galeries d'Anjou, Trois-Rivières Bijouterie Gilles Alarie - 110 rue Bonaventure, Ville St-Laurent Diamants Tiffanor - Place Vertu, SASKATCHEWAN Saskatoon Family Jewellers Ltd. - 154 2nd Avenue N., GMG Jewellers - 105 21st St. E.

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JEAN LEVAC

Royalty

Just because the Queen is above politics, that doesn't mean she's beyond a little politicking. In the final speech of her 12-day Golden Jubilee tour of Canada, the monarch said she would always hold the country dear to her heart. "Wherever the future may take us, my admiration and affection for Canada and Canadians everywhere is and will always remain clear, strong and sure," she told a Gatineau, Que., gathering. "That, ladies and gentlemen, is for me a constant, an enduring reference point in times of change." The sentiment was similar to one she offered Australians after they had narrowly voted in a 1999 referendum to maintain the monarchy—and a clear signal she was aware of the murmurings that Canada have its own head of state. Two days after her speech, Deputy Prime Minister John Manley—the most prominent Canadian to expound on abolishing the monarchy—escorted Queen Elizabeth II to the stairs of the aircraft for her departure. No doubt the thousands of Canadians who had enthusiastically greeted her and Prince Philip wherever they went—dragging along corgis, shouting "We love you!," offering bouquets of flowers—made for warmer memories.

At the end of their 12-day cross-country Golden Jubilee tour, the Queen and Prince Philip said goodbye in Ottawa

ScoreCard

▼ **Vinkent Pang.** Former lab worker pleads guilty to selling four preserved human brains, a hand and foot for $500. Medical research parts discovered at Toronto flea market, where brains, obviously, are in short supply.

▼ **David Anderson.** Environment minister delays meet to discuss greenhouse-gas reduction plan. Only Kyoto target fuming premiers want is taped to Anderson's back.

▲ **Louis Garneau.** Touchy-feely former Olympic cyclist puts arm around Queen while wife snaps photo. Brit press, after years of hounding royalty, are aghast. Aw lighten up—she smiled, didn't she?

▼ **Stockwell Day.** Preston Manning uses his autobiography for a drive-by shooting of Day, the man who defeated him as leader. Public left to wonder: Stockwell who?

▼ **David Shebib.** Victoria mayoral candidate spends Thanksgiving weekend in slammer for painting "This is what democracy looks like" on city arena wall. Wouldn't be a holiday without a turkey.

▼ **Roy Romanow.** Federally appointed saviour of medicare hints at conclusion of his Royal Commission the system needs more money. Hey, isn't that the recommendation of every Royal Commission?

Quote of the week | **'First I was thrilled. Then I was told it doesn't mean I actually own the street. So even though I can't levy taxes or start my own army, it's still cool.'**

Comedian and actor MIKE MYERS, after learning that his Ontario hometown, Scarborough, plans to name a street after him.

Demanding answers

The seizure of a Canadian citizen by U.S. agents who then transferred him to Syria has sparked a major diplomatic row between Ottawa and Washington. Maher Arar, a 32-year-old engineer from Ottawa, who moved to Canada from Syria in 1987, was stopped at New York City's JFK airport during a flight back to Canada from Tunisia on Sept. 26, and then deported. American officials won't say why he was sent to Syria but, speaking in Toronto, U.S. ambassador to Canada Paul Cellucci said Arar's arrest was justified. But following a speech in Montreal, Foreign Affairs Minister Bill Graham said he had filed an official protest with Washington, demanding to know why Arar was arrested. "A person travelling on a Canadian passport is a Canadian citizen," said Graham, "and has a right to be treated as a Canadian citizen."

Lawyer quits murder case

Peter Ritchie, the lawyer representing accused serial killer Robert Pickton, has quit the case over a funding dispute with the B.C. government, possibly delaying the trial for months. Pickton, 52, is charged with the first-degree murder of 15 women missing from Vancouver's Downtown Eastside. Although he is believed to have become a millionaire after selling off large amounts of land near his suburban Vancouver farm where the killings are believed to have taken place, his assets have been frozen by the courts. Ritchie says he could not put together the necessary team of lawyers without proper funding from the province.

Pope for life

Pope John Paul marked his 24th anniversary as pontiff by vowing to remain in office until his death. There has been speculation recently that the 82-year-old Pope, who suffers from a number of health problems, would retire instead of ruling for life as most pontiffs do (Celestine V was the last to resign willingly, in 1294). The Pope also changed the rosary, the distinctive Catholic method of prayer, for the first time since 1569. The rosary is made up of about 60 beads representing the events in Jesus's early life, his death and resurrection. It will now include prayers celebrating Jesus's public ministry.

Return of the British

The discovery of an IRA spy ring has brought an end to the Northern Irish government and the return of British direct rule. While Tony Blair and Irish Premier Bertie Ahern said they remained absolutely committed to implementing the Good Friday Agreement, it could be months before Protestant and Catholic legislators meet again. The government of Northern Ireland collapsed after police arrested

BY GEOFF OLSON



Passages

Three Toronto men have come forward with new allegations of sexual assault involving former Maple Leaf Gardens staff and convicted sex offenders **John Paul Roby** and **Gordon Stuckless**. One of the victims claims he was propositioned by **Harold Ballard**—marking the first time the late Gardens owner has been associated with the sex abuse ring that operated from 1959 to the 1980s.



The 1967 Stanley Cup ring belonging to Toronto Maple Leafs defenceman **Tim Horton** will be returned to his family after being stolen from his widow. A thief took the ring in 1999 and sold it to a pawnshop for $500. Police seized it at a Toronto auction.

Paul Burrell, the former butler for **Diana, Princess of Wales**, pleaded not guilty to charges that he stole more than 300 items from her Kensington Palace apartment. Burrell's trial was initially halted after the judge abruptly dismissed the jury, but it resumed the next day with a new jury. Burrell, 44, now runs a flower shop in Cheshire, England.

Robert Kribs, one of three men who tortured and murdered a 12-year-old Toronto shoeshine boy, **Emanuel Jaques**, was denied parole. Kribs, 54, was the only one who pleaded guilty to the crime. He has served 25 years of his life sentence.

Richard Harris, the actor who plays Professor Albus Dumbledore in the *Harry Potter* films, is undergoing chemotherapy in a London hospital for Hodgkin's disease. Harris, 72, hopes to be better in time to work on the third Potter movie when it begins filming in March.

Miss Canada International **Lynsey Bennett** plans to go to the Miss World pageant in Nigeria—despite other countries boycotting the event to protest the death sentence ordered for a Nigerian woman who had a child out of wedlock. Bennett, 22, says she will do more good for the woman by attending, drawing attention to the country's draconian laws.

O-PEE-CHEE/HOCKEY HALL OF FAME



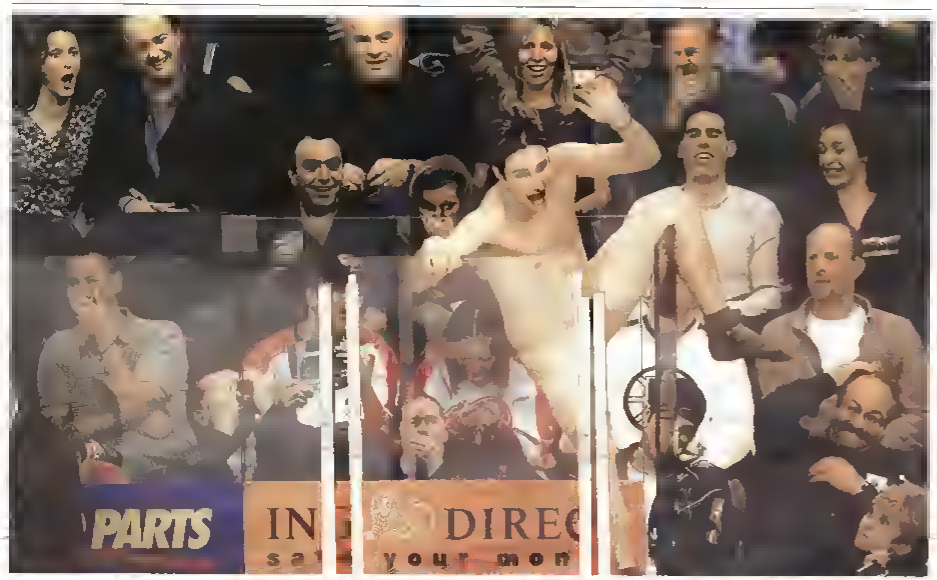
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TOUGH SPORT, HOCKEY. Bruising bodychecks, slashing stickwork. Cheeky fans like this guy in Calgary last week, toppling over the glass and knocking himself out. He was hauled out on a stretcher, on a one-game losing streak.

four people, one a senior Sinn Fein official, on Oct. 4 and charged them with having information useful to terrorists, including documents listing the personal details of almost all of Northern Ireland's 2,000 prison staff. David Trimble, the Ulster Unionist leader, insisted he couldn't sit in a cabinet with Sinn Fein, the IRA's political wing, unless the IRA completely disbanded. Sinn Fein's president, Gerry Adams, denied his party was involved and accused Trimble of sabotaging the Good Friday Agreement.

The face in the mirror

Why did Prime Minister Jean Chrétien meet with federal ethics councillor Howard Wilson? Opposition politicians claim it was because Chrétien, who appointed Wilson, was trying to influence his investigation into whether Lawrence MacAulay broke federal guidelines. The Solicitor General is accused of awarding a number of untendered contracts to close associates, including one for $140,000. But Wilson said Chrétien was merely trying to get to the bottom of the allegations and not influence his decision—an assertion critics ridiculed. "The Prime Minister speaking to Wilson," said Progressive Conservative MP Peter MacKay, "is the equivalent of the Prime Minister looking into a mirror and speaking to himself. The whole process is a farce."

Kamloops | [illegible] minute killing spree

By many accounts Richard Anderson, 55, had grown increasingly frustrated with his job as Kamloops area manager for B.C.'s pollution prevention branch. He complained to some acquaintances he hadn't received an expected promotion, and that layoffs and cuts made his job unpleasant and difficult. Earlier this year, an investigation he'd headed into a toxic waste facility was thrown out of court after criticism of the conduct of ministry staff. At 2:30 p.m. on Oct. 15—after receiving a disciplinary letter from a supervisor—he returned to the office with a 9-mm handgun registered in his name.

According to Kamloops RCMP, in a two-minute spree he killed two ministry colleagues, James McCracken, 54, a ministry manager normally based in Surrey, and co-worker David Mardon, 54, also a noted city music instructor. Anderson then walked to another area of the building and shot himself. While most employees had fled to safety, two workers hid in the building for almost four hours before a police tactical squad entered under cover of darkness. An arsenal of firearms was seized from Anderson's upscale home.

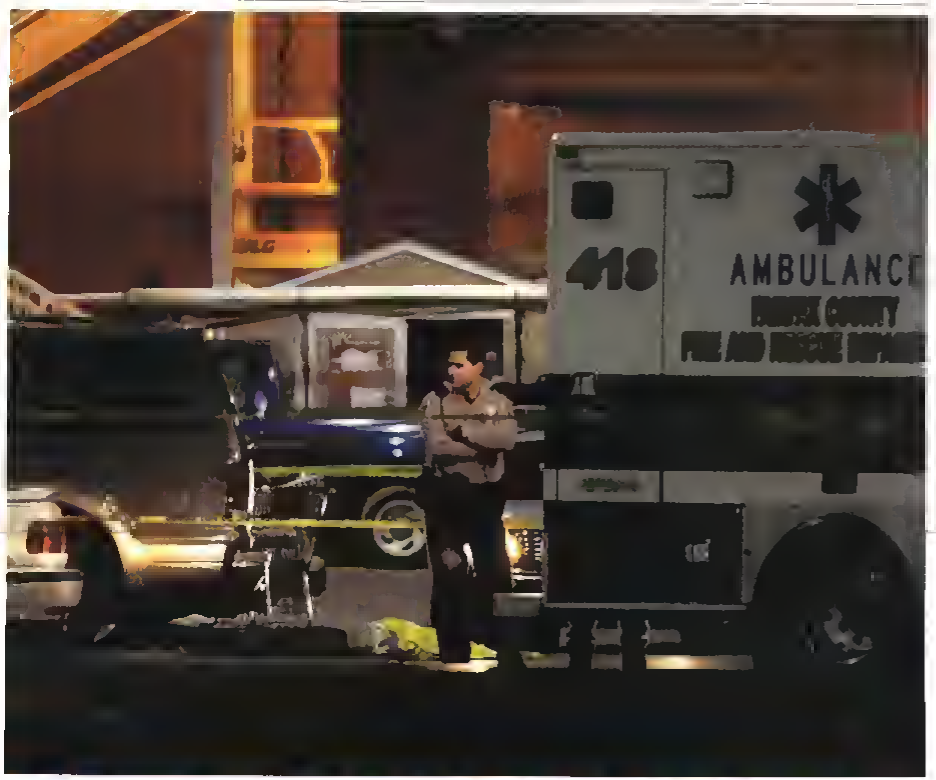
B.C. Solicitor General Rich Coleman said the tragedy was not connected to earlier staff reductions. However, the next round of ministry cuts—due to have been announced last week—has been delayed.

Eleven dead in rail car

Medical investigators in Denison, Iowa, began the gruesome task of combing through the badly decomposed remains of 11 adults trapped inside a locked rail car since coming across the border from Mexico four months ago. The bodies of the seven men and four women were found by a worker at a storage facility as he walked on top of the rail cars opening grain hatches. It could take several months to identify the victims.

REAN MCKNELL/CALGARY HERALD/CP

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Crime | Frustrations mount as the Maryland serial sniper claims another victim

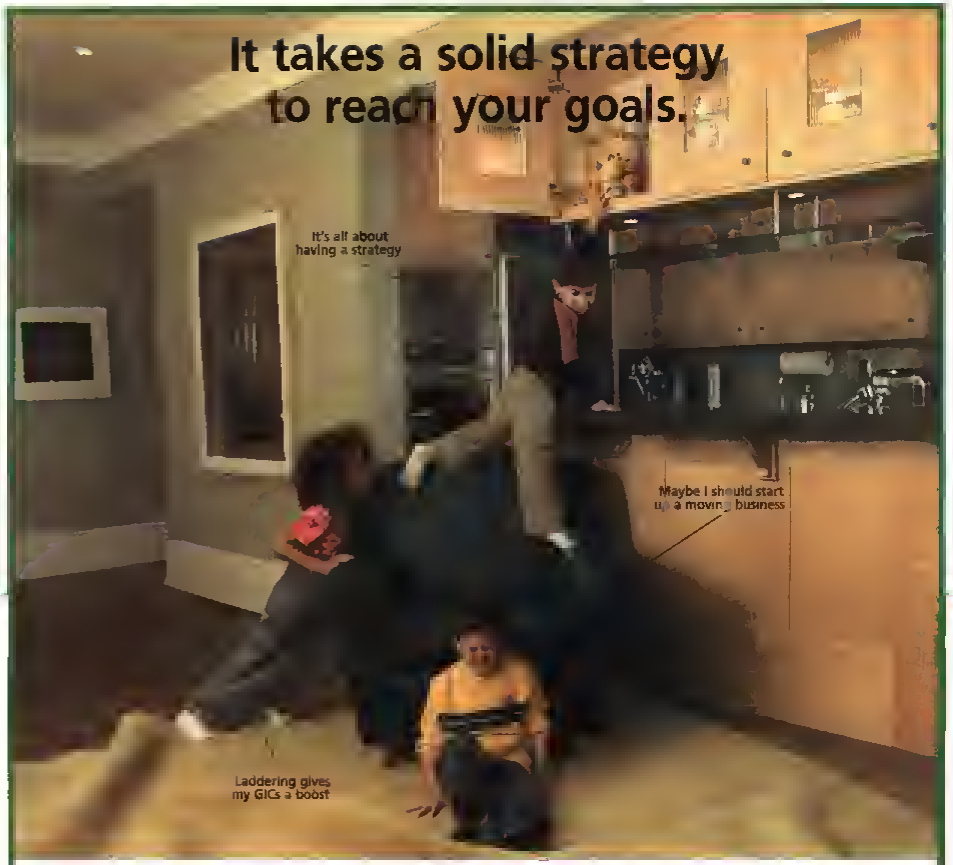
Linda Franklin and her husband, Ted, probably thought they were safe from the sniper terrorizing suburban Washington when they drove their red convertible into a covered parking lot at a busy shopping centre at about 9 p.m. on Oct. 14. But as the two loaded their purchases into the trunk of their car, the sniper shot Franklin, 47, an FBI computer crime specialist, through the head, killing her instantly. Within 15 minutes police had sealed off the area and launched a frantic search for the killer, who since Oct. 2 has murdered nine people and injured two in shootings in Maryland, Virginia and Washington. The victims were all cut down by a single bullet as they went about their everyday activities. But for the first time, the killer was seen by witnesses as he gunned down Franklin at the Seven Corners Mall in Falls Church, Va. "This was not bold, this was brazen," said Clint Van Zandt, a former FBI profiler. "It's a much more highly congested area, even under the cover of darkness."

But the eyewitnesses did not give police their hoped-for big break in the case. The accounts of the killer differed so much—he was variously described as dark-skinned, olive skinned, Hispanic or Middle Eastern—police could not issue a composite sketch. And one witness was accused of intentionally misleading investigators after his description of a white or cream-coloured van that left the scene turned out to be phony, as did his identification of the shooter's AK-74 assault rifle. Virginia authorities arrested Charles Dowdy, 38, of Falls Church and charged him with making a false statement.

Police say even though Franklin was a computer crime specialist for the FBI, the killer made a random choice to shoot her

Almost 2,000 police and federal agents are hunting for the sniper. But with the killer continuing to evade capture, the Pentagon—also in northern Virginia—agreed to provide fixed-wing reconnaissance aircraft to help in the hunt. The U.S. army will supply sensitive surveillance equipment that could track the sniper even if he opens fire under cover of darkness. But police say the randomness of the shootings will continue to make it difficult to capture the killer—there was no connection, they say, between Franklin's work at the FBI and the shooting. "He had his choice," said one official, "and he took her."

MATT RAINEY/THE STAR-LEDGER/CORBIS SYGMA



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BETWEEN IRAQ AND A HARD PLACE

The Bali aftermath complicates Bush's Saddam strategy, writes JONATHON GATEHOUSE

WHEN THE FIRST anniversary of the Sept. 11 attacks passed without incident last month, it became possible to believe the West's war on terror was finally bearing fruit. Months of unfulfilled threats, foiled plots and dramatic arrests at home and abroad seemed to speak of momentum. With the remnants of al-Qaeda scattered and their Taliban protectors vanquished, the citizens of the First World could begin to breathe again. The U.S. government even felt free to turn its sights on an older enemy—Iraq's Saddam Hussein.

Now, as forensic investigators in Bali sort through the ashes of those illusions, America and its allies are confronted with a challenge they had hoped to avoid—the prospect of having to wage two very different types of war at the same time. The devastating bombings in Indonesia, which killed nearly 200 and left hundreds—including Merv Popadynec, a 38-year-old engineer from Wynyard, Sask.—still unaccounted for, suggest al-Qaeda is a Hydra, rather than a serpent dealt a mortal blow in Afghanistan. And the Bali fallout complicates George W. Bush's single-minded quest to conclude his father's unfinished business in Iraq, where residents are preparing for a U.S. attack (page 22).

While there's still no definitive evidence linking Osama bin Laden's organization to the Oct. 12 blasts, suspicion has fallen on one of its alleged affiliates, Jemaah Islamiah (JI), a radical Muslim group which seeks to unite Indonesia, Malaysia and the southern Philippines in one gigantic, hard-line Islamic republic. The group, purportedly led by Abu Bakar Bashir, a grandfatherly 64-year-old Indonesian cleric, has been implicated in a number of other attacks in the region, and is accused of having sheltered two of the Sept. 11 hijackers. Last winter, authorities in Singapore arrested 13 JI members and claimed to have foiled an elaborate plot to bomb visiting U.S. Navy ships and several foreign embassies.

Terrorism experts are split on whether al-Qaeda had a direct hand in the planning and execution of the Bali bombing. Over the last few months, many U.S. intelligence officials have become convinced that al-Qaeda operates as a loose alliance of regional groups, rather than under the control of a central command. In Bali's rubble, some see the calling card of bin Laden (or, if he is dead, his replacement) in the use of C4 plastic explosives; others deem the attack too "counterproductive" to be his handiwork because it has deprived his group of a safe haven.

But regardless of whether the blasts, and other recent incidents like the attack on a French oil tanker off Yemen Oct. 6, and the killing of a U.S. marine in Kuwait two days later, were the work of al-Qaeda or like-minded products of their jihad camps, Washington is finding it hard to ignore their reverberations. "It's about the worst thing that could have happened from the President's perspective because the Bali bombings prove that getting rid of Saddam won't end terrorism," says Charles Peña, a senior defence policy analyst with the Cato Institute, a Washington think tank. And even if that lesson is wasted on American voters, says Peña, it won't be overlooked by the many nations that are reluctant to buy into the United States' latest Middle East adventure.

Further complicating matters was the admission by "axis of evil" charter member North Korea that it had a growing nuclear arsenal. All in all, it's getting hard to figure out who the West is supposed to fear the most—and how Bush can justify singling out Iraq for attack.

Bush and his supporters are now caught between Iraq and a hard place, Wesley Wark, a professor of international relations at the University of Toronto's Munk Centre, says the price Southeast Asian nations like Indonesia will demand in return for their full-scale participation in a war against Muslim extremists in the region will be a go-slow UN-based approach to Iraq. If Washington takes swifter, unilateral action against Saddam, it runs the risk of exchanging one security concern for another, inflaming tensions in Islamic Asia and perhaps even destabilizing "friendly" governments.





Indonesian police patrol the Bali bomb site while the Iraqi dictator continues to challenge Washington to do its worst

A scenario in which America and its allies fight a full-scale military campaign in Iraq while trying to quell a widespread terrorist insurgency in Southeast Asia is not a favourite of Pentagon planners, says Wark. Secretary of State Colin Powell may claim American forces can walk and chew gum at the same time, but the strain on intelligence resources will be enormous. "If they go to war against Iraq that will become the number one priority," says Wark. "Everything else will be secondary for a time, possibly with grave outcomes." Such concerns might be behind an apparent softening of Washington's line last week, with the U.S. backing away from demands that the UN pre-authorize the use of military force if Baghdad fails to fully co-operate with weapons inspectors.

Meanwhile, American officials are frantically working behind the scenes to strengthen the government of Indonesian President Megawati Sukarnoputri without stepping into the limelight as her puppeteers. Officials in Indonesia, the world's most populous Muslim nation, have long been reluctant to take action against radical elements for fear of again sparking the kind of popular uprising that drove the repressive Suharto regime from power in 1998. American offers of help and alarms about impending terrorists attacks—Washington reportedly warned the Megawati government about a brewing bomb plot numerous times between early September and Oct. 11—were dismissed as attempts to frighten and manipulate.

Alan Dupont, a former Australian diplomat who now lectures on Asia-Pacific security issues at the Australian National University in Canberra, says the Bali bombing may prove to be a watershed event. "There has long been a widespread feeling in Indonesia, a vague anti-American, anti-Western sense that Muslims are threatened by the West," he says. "I think now people recognize that there is a security problem and that they are going to have to do something about it." But if the Americans are going to turn the population's horror over the attack to their advantage, says Dupont, they will have to devote significant diplomatic, political and monetary resources to winning Indonesian hearts and minds, reversing decades of distrust.

Solving the region's security issues will be an enormous challenge, but the U.S. can count on the staunch support of Australians. The people behind the Bali blasts probably didn't give much thought to the nationality of those inside the Sari Club that Saturday night, but the scores of Australian dead are fuelling that country's anger and resolve to be on the front lines of the war against terror. "It's really been a loss of innocence for us," says Dupont. "In the past we've been largely isolated from such events because of geography. In many ways this is our 9/11." With a new, multiple-front phase of the war on terror looming, Indonesia and Australia seem unlikely to be the last countries to face such painful epiphanies. M

With William Lowther in Washington

JONATHAN DRAKE/REUTERS (LEFT); AFP

A GRAND SHOW OF SOLIDARITY

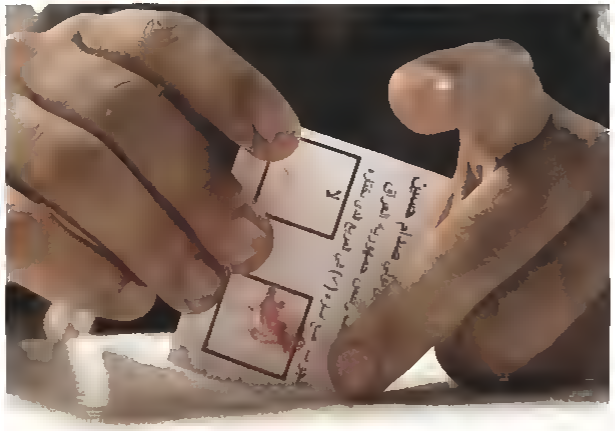
After endorsing Saddam, Iraqis seem ready to defy the U.S., writes SCOTT TAYLOR

JUST AFTER SUNSET on Oct. 16, a violent desert storm blew into Baghdad. Gusting winds ripped shutters off windows, knocked merchant kiosks flat and filled the air with dust particles, creating a choking fog. Iraqi citizens, out in the thousands to celebrate Saddam Hussein's re-election, were driven from the streets and stadiums. The next morning, when the winds abated, residents emerged to begin clearing away the debris. Scattered on roadways and draped from trees were thousands of propaganda banners declaring, "Yes, Yes, Saddam!" and "We love the leader."

George W. Bush is continuing to demand that the UN adopt a resolution that would lead to a military response if weapons inspectors are not allowed to operate freely in Iraq. And organizers of the vote hoped to show the international community, through an exercise in "honest democracy," that Saddam is loved by his people. "We do not submit to outside pressures," said Mohammed Saeed al-Sahaf, Iraq's Minister of Information. "The people of Iraq support Saddam Hussein if there is a threat of war or not. Whether this will be accepted in the West is irrelevant."

Still, the foreign ministry invited over 1,000 foreign journalists and observers to witness the election process. Political rallies and campaign posters, in English as well as Arabic, were strategically located within sight of the hotels housing international delegations. On Oct. 15, the day of the referendum, foreign observers were bused to selected polling stations. "The Iraqis wanted us to witness that there was no intimidation or coercion taking place," said Joe Comartin, the NDP MP for Windsor-St. Clair in Ontario, one of only two Canadian politicians attending the referendum. "There were certainly no gun-toting goons forcing people to cast ballots."

Maybe not, but there was only one candidate, the ballot asked for a yes or no



Officials maintained the referendum was an exercise in 'honest democracy'

JASSIM MOHAMMED/AP

answer to the simple question "Do you agree with Saddam Hussein's continued rule?" And the atmosphere was celebratory, with a steady procession of musical acts and political demonstrations—many involving schoolchildren. Mahmoud, a 12-year-old boy dressed in a camouflage uniform and carrying a sign proclaiming Iraqi-Palestinian unity, showed reporters a fresh scar on his finger. "I proudly give my blood to Saddam," he said.

Referendum day was also declared a state holiday. "It's important to be seen at these events by the Baath Party officials," said Ahmed Yahya, a 24-year-old Baghdad shopkeeper. "People certainly don't want to be singled out for retribution." When asked if he supported Saddam on his ballot, Yahya replied, "This referendum is not about selecting a leader, it's simply to send a message of solidarity."

Iraqis are also preparing to fight. Throughout Baghdad, the windows of government buildings have been taped to reduce glass shrapnel in the event of an air strike. Mohammed Noori, a 42-year-old father of four, was recently ordered to leave his position in the Ministry of Culture and report to a Baghdad-based infantry unit. Having fought in the Gulf War as an air defence gunner, Noori has no misconceptions about U.S. military supremacy. "They slaughtered us during the last war and we could do nothing," said Noori. "For the past 10 years they have bombed us at will. Yes, we will still suffer catastrophic losses—but let the Americans come to Baghdad and learn what war really is!"

Many Iraqis fear the U.S. will simply lay siege to Baghdad rather than risk heavy casualties in street to street fighting. "During the Gulf War and in the initial years of the embargo there was rampant civil disobedience and disorder here," said Dr. Asmaa Alawai, a physician at a Baghdad hospital. "The U.S. will simply cordon off and starve us into committing barbaric acts of inhumanity against each other." Despite her fatalism, Alawai is confident the Iraqi army will put up a stiff fight. "They will die bravely," she said. "So long as Saddam is alive and able to communicate orders to them."



Soldiers in Tikrit, north of Baghdad, chanted slogans supporting the president

GORAN TOMASEVIC/REUTERS

In the southern Iraqi city of Basra, celebrations were more subdued. "The people of this city are simply tired of war—it seems we are always at the epicentre of these conflicts, and as a result we have suffered the most," said 36-year-old photojournalist Nabil Al Gorani. Situated astride the strategic Shatt al-Arab waterway, Basra has a population of 1.5 million and its residents have been on the front lines of Persian Gulf conflicts for years. "I cannot recall," said Al Gorani, "a time in my life that there were not air raids."

The Basra region was the most contested battleground of the nearly decade-long Iran-Iraq war in the 1980s, and it was the staging area for Saddam's 1990 invasion of Kuwait. Then, during Operation Desert Storm, Basra was pounded heavily by air strikes. When the defeated Iraqi army fled north, out of Kuwait, the U.S.-led forces pursued them to the city's outskirts.

Since the 1991 ceasefire, allied aircraft have launched regular air strikes against Iraqi forces inside the no-fly zones in and around Basra. With U.S. troops already on the ground in Kuwait, many Basra residents fear that the next bloody round of fighting is only weeks away. And Ali, a 47-year-old hotel manager, expressed a uniquely pragmatic opinion about the impending crisis. "Everyone in Baghdad is shouting 'Yes, Yes, Saddam' for the referendum, but they would just as enthusiastically shout 'Yes, Yes, Tommy Franks' if the U.S. launches an attack." (Gen. Franks, as commander-in-chief, U.S. Central Command, would be in charge of allied forces during an invasion of Iraq.)

> 'If Iraq was declaring war against America, I would be the first to protest. But if Iraq is attacked, everyone must fight.'

With his hotel business crippled, Ali explained that he was not pro-American—he just wants the suffering to stop. "Chanting slogans," he said, "and professing a love for Saddam does not put food on my family's table." Such sentiments are not widely expressed by the majority of Iraqi males. As part of their preparations for war, Iraq has been mobilizing reservists and thousands are being recalled to service. Hameed Saeed is 61 years old with grey hair and a paunch. An academic by profession, Saeed spends three hours a day doing military training. The reservists in his regiment are of all ages—including his own son and daughter. "I'm a pacifist by nature, not a soldier," said Saeed. "If Iraq was declaring war against America, I would be the first one in the streets to protest. But if Iraq is attacked, then everyone must fight."

Scott Taylor is editor of the Canadian military magazine *Esprit de Corps*



FOREIGN SPENDING

Ottawa is rethinking how to distribute aid abroad

BY HER OWN admission, Susan Whelan was not the logical choice to be Canada's top social worker to the world. A small business lawyer and daughter of former agriculture minister Eugene Whelan, the MP for Essex, near Windsor, Ont., spent her first eight years on the Liberal backbenches mostly concerned with domestic economic matters. She had been parliamentary secretary to the National Revenue minister, sat on the finance committee and, for the past five years, chaired the House of Commons industry committee. But in January, after Toronto MP Maria Minna suddenly flamed out in a series of minor controversies, the Prime Minister named the hard-nosed Whelan as Minister of International Cooperation. She suddenly found herself responsible for, among other things, the Canadian International Development Agency—just as the government was rediscovering its global conscience.

So far, she's making some tentative converts, both because of her own efforts and through impeccable timing. It does her little harm that she was handed the reins at a time when her government has committed $500 million for aid to Africa in addition to annual eight-per-cent increases in official development assistance for the next eight years. But Whelan, 39, has also used her first nine months well, travelling widely, learning the ropes of the complex portfolio, and overseeing completion of a new policy statement, Canada Making a Difference in the World, a major re-think in how Canada directs foreign aid. "You have here a young cabinet minister with an obvious level of tenacity and intelligence who, above all, wants to do well," says Gerry Barr, president of the Canadian Council for International Co-operation.

For the world's have-not countries, the true test of performance will be how well CIDA's new policy directives translate in the real world. It's no secret the old way wasn't working. Danielle Goldfarb, a policy analyst with the C.D. Howe Institute, says one problem was that Canada tried to do everything for everybody at the same time as its global assistance pot was shrinking (from 0.45 per cent of GNP in 1990 to 0.25 per cent today). And it is sprinkling its now paltry $2.2 billion in aid to over 100 countries, meaning few get enough to make a difference. For instance, a decade ago, 16 countries received more than $20 million. Today, only five do. "I don't mean to sound callous," says Goldfarb, "but we can't do it all."

Whelan is making her mark in cabinet as she oversees CIDA's shifting priorities

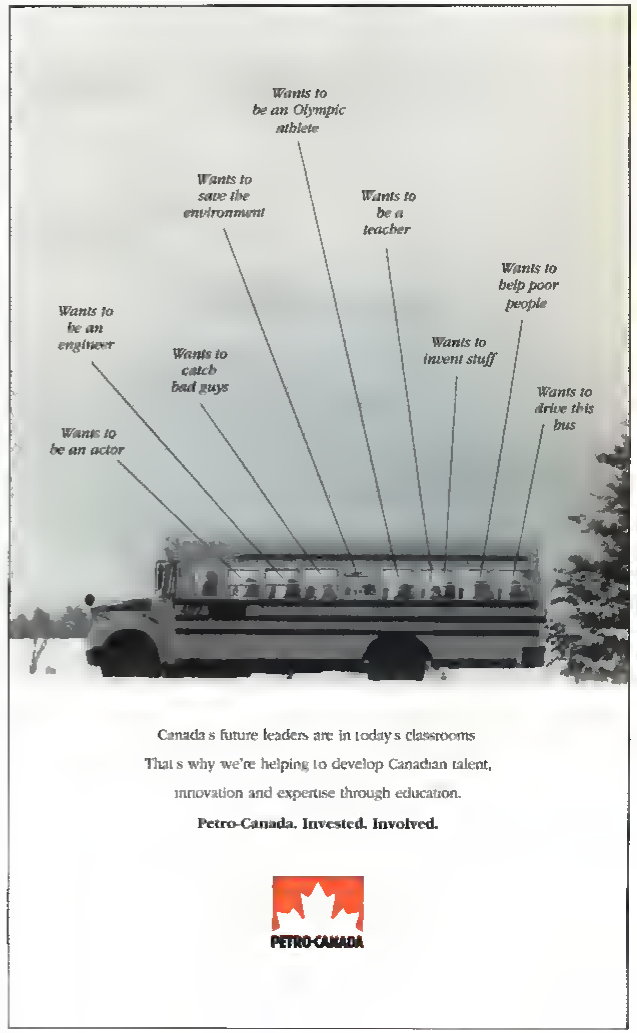
PHOTOGRAPHY JEAN LEVAC

Another trap Canada fell into, adds Goldfarb, was trying to be a Boy Scout to all needy countries, even corrupt dictatorships. "The research indicates that in countries where the leadership is committed to reform, governing well and reducing the level of corruption, aid actually is effective," she says. "But you find the opposite in countries where governments don't have that commitment." Canadian Alliance MP Deepak Obhrai knows all about how good intentions can disappear without a trace. His homeland, Tanzania, from which he emigrated in 1977 at the age of 27, was a favoured destination of assistance from Canada and other western nations throughout much of the 1960s and '70s. It remains an African basket case. "I went back there for a visit last year," he says, "and there was nothing to tell me where all the money went."

Whelan accepts some of the criticism. But she adamantly refutes charges that much of Canada's past overseas spending has gone down the drain. She rhymes off programs to eradicate polio, reduce the cost of tuberculosis treatment, expand educational opportunities and the numerous clean water projects Canada has championed around the world. In most areas, except Africa, there has been an increase in life expectancy, schooling and infant survival. "You can't say it's Canada's dollar that did this, but together Canada and other countries have made a huge difference," she maintains.

Still, CIDA's policy shift seeks to address most of the critics' concerns. Although Ottawa is not about to drop any countries from its recipient list, Whelan notes that new spending will be telescoped to, at most, a dozen countries, primarily in Africa. She intends to announce the recipient nations later this fall, based on the level of need and the local governments' commitment to reform. As well, Whelan says Canada will pare down what it does to a few core programs, such as education and health care. "This will be an opportunity to show our leadership," she told *Maclean's*. "We can concentrate on sectors, concentrate in areas we're involved in, so I think we'll have a greater impact."

As a statement of intentions, CIDA's new approach has elicited mostly praise. But problems persist. The Throne Speech pledge could last only until February, 2004, when Jean Chrétien, who has only recently rediscovered his humanitarian side while searching for a feel-good legacy, departs the scene. Paul Martin may not share the same zeal once he, as expected, becomes prime minister. Nor is Whelan assured of a sufficient duration at CIDA to see the changes through. She is being touted as a replacement for Solicitor General Lawrence MacAulay, should he be fired over apparent ethical lapses. The most that can be said is that Canada has taken the first step toward getting back into the international development game. The world's needy can only hope it is serious about staying at the table for the duration and that it has learned to play its cards better. M



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CANADA'S TOP EMPLOYERS 100

Where you'll find the best places to work—and why they're employee magnets

WALK THROUGH the Vancouver offices of Crystal Decisions Inc., and you'll see all the classic markers of the high-tech craze—right down to the foosball and billiards tables. There are exposed beams, brick walls and warehouse-sized windows. Comfy couches are here and there in the open concept space, and there's nary a tie or a suit in sight—the dress code is, natch, casual. Fresh fruit is offered for a small donation, pop sells for 25 cents, and that also goes to charity. But as funky as it is, a cool work environment isn't enough anymore to attract the best talent. "It's kind of nice to have," says Matthew Handford, the software company's VP of human resources, "but at the end of the day, that stuff is like window dressing."

What matters to employees today, in the tech sector and beyond, is corporate viability. Boring—and unnecessary—though this might have seemed in 1999, Crystal Decisions has *the* essential ingredient employees now want: a proven product with a solid customer base—in other words, a real business. Three or four years ago, Handford says, job candidates had "mercenary" interests: they wanted to know about IPO prospects and equity splits. Now people want to know the company's history, its profit model, and the number of quarters of growth—"all the solid business model indicators that you are a going concern and that your growth is not some sort of accident." The main product at Crystal Decisions, which employs 1,650 people worldwide (859 in Canada), is an information management system sold around the world. That, and not the foosball, is a key reason the company is on this year's list of Canada's Top 100 Employers.

The list, compiled by Mediacorp Canada Inc., a Toronto-based publisher specializing in employment-related books and periodicals, showcases companies with the country's best practices in managing what many businesses call their greatest asset: their people. Firms are compared with their sector peers, rather than slotted into an overall ranking, says Anthony Meehan, Mediacorp's publisher. To be considered, a company must be expanding and hiring new people. Other questions asked are:

- Does the firm let employees know if they are performing well?
- Are its employment benefits and vacation allowance exceptional for the industry?
- Is the physical environment of the workplace stimulating?
- Does the company pass on news and info to its employees?
- How involved is the firm in its community?
- Overall, does it go the extra distance to attract and retain outstanding employees?



To find the Top 100, Meehan and his staff began with the 47,000 companies they track for their publications, including the job-listing *Canada Employment Weekly*. Last spring, they sent questionnaires to the 6,000 fastest-growing employers, large and small. Those that made an initial cut were invited to send detailed data on human resources, financial and other issues. This year, there are fewer technology companies than last year—a trend that follows the sector's overall decline—and the ones that are there, like Crystal Decisions, boast black ink on the bottom line.

In fact, the research shows a blurring of the line separating the new economy and the old. While a tech firm today must have real revenues to be taken seriously, the so-called old-economy companies are adopting what may become a legacy of the dot-com era: the Cool Workplace. Companies in sectors that are decidedly uncool—but stable—are picking up many of the perks and practices first made popular by tech start-ups. "This year's most spectacular trend," says Meehan, "is the return of the traditional-economy companies as viable competitors for the best talent. It's a very good change in terms of the long-term viability of these programs."

There's a new pool table and a big-screen TV in the lounge, plus an exercise room, at the training facility of Saskatchewan's phone company, SaskTel, in Regina. BHP Billiton Diamonds Inc., a Vancouver-based mining company—a sector as old-economy as they come—has perhaps the longest list of cool stuff: foosball, billiards, squash, floor hockey, martial arts, badminton, even an indoor putting green and driving range. L'Union Canadienne, an insurance



Flipping a burger on the patio, Houle says at his firm 'it's easy' to keep good people

PHOTOGRAPH BY PETER BREGG/MACLEAN'S

STAYING AT 'HOTEL INTUIT'

Parts of Intuit Canada Ltd.'s three-storey office complex in southeast Edmonton look more like a resort or a recreational centre than your typical workplace. Built into the side of a hill, the basement level features, among other things, a company dining room that opens up to a huge outdoor patio with picnic tables and gas barbecues. Further down the hall is a sitting lounge with a fireplace and big screen television as well as billiards and ping-pong tables. Down from that is the company fitness centre, which boasts free weights and treadmills, not to mention a personal trainer eager to design individual workout programs. One floor up is a large gymnasium, where employees enjoy pickup games of basketball, volleyball or floor hockey. And oh yes, nearby are three separate "napping rooms," each with a comfortable single bed. Dubbed "Hotel Intuit" by company wags, it's where stressed-out or tired employees are encouraged to take a little shut-eye and recharge.

Constructed two years ago, the 90,000-square-foot, $14.5-million facility reflects Intuit Canada president Bruce Johnson's working philosophy. "Happy employees," he says, "means you are going to have delighted customers, which means you are going to have ecstatic shareholders." Adds Johnson: "It's not exactly brain surgery, though it amazes me how few companies embrace this kind of strategy."

There seem to be no shortage of happy workers at Intuit Canada, a rapidly expanding software developer which has more than 300 Edmonton employees and produces the popular tax preparation and personal-finance products, QuickTax and Quicken. Among them is Benoit Houle, 32, a product development manager who moved to Edmonton from his native Montreal six years ago to take a job with Intuit. "In our field, when you find skilled people, you make sure you keep them," says Houle, who plays on the company's competitive volleyball team. "It's easy to do that here." Brad Card, a senior product manager, echoes that sentiment. "There's a family feeling," says the 29-year-old Edmonton native. "You think, 'The company is taking care of me so I need to take care of my job.'" And when it all gets to be too much, there's always that nap room.

company based in Quebec City, has a lounge with comfy couches, music, a TV—and a pool table "of course," says HR coordinator Ghislaine Nadeau, who admits she likes the game. The office perks, which include an on-site massage therapist, were adopted by L'Union Canadienne just a couple of years ago with the goal of improving workers' quality of life. Already, the company has seen results, Nadeau says, pointing to a dramatic decline in staff turnover, from 12.4 per cent in 2000 to six per cent in 2001. So far in 2002, the rate is 3.7 per cent. "Because we take care of our employees," says Nadeau, "they give back in return."

To showcase such winners, Mediacorp will shortly release its third annual edition of *Canada's Top 100 Employers*, a definitive guide for job seekers to firms that lead their peers in providing a great place to work. In the pages that follow, *Maclean's* takes a closer look at 10 of those companies, lists all 100, and provides a taste of what got them on Mediacorp's list. The book, which profiles all 100 companies from a cross-section of industries, is "a catalogue of best practices," Meehan says, for job seekers, human-resources specialists and corporate executives.

This year's list shows that perks of the dot-com variety, such as referral bonuses, have also been imported into the public sector. The Joseph Brant Memorial Hospital, a community facility in Burlington, Ont., offers a bonus up to $500 for new hire referrals and tops up maternity benefits to 93 per cent of an employee's salary for 27 weeks, considerably longer than the Employment Insurance standard of 15 weeks. The Hospital for Sick Children in Toronto also offers a referral bonus, up to $1,000, and a performance bonus of up to 10 per cent of salary for senior managers.

Almost across the board, share options—once as much a mark of tech success as the requisite Birnmer—have taken a back seat, although they haven't entirely disappeared. At the still privately held Crystal Decisions, everyone participates in the company's stock option plan. Still, says Handford, options are not top of mind anymore for potential employees—a striking difference from two years ago, when a stock option plan was a "significant part of the conversation" with a prospective worker.

Companies whose employees believe their bosses are good people-managers are the ones with the strongest shareholder returns, a study to be released this week shows. "Where trust in management is high," says Dawn Bell, a Vancouver-based senior consultant with Watson Wyatt Worldwide, "it is incredible what employees can do to drive business success. In organizations where the trust and confidence has gone, it is very difficult just to keep the lights on." For employers, good talent management is not simply a matter of keeping staff happy—it's also good business.



A COMMITMENT TO HELPING

By any yardstick, Edmonton-based, city-owned Epcor Utilities Inc. is a major player. The company provides electricity, water and natural gas to 640,000 Albertans and another one million customers across Canada. Epcor also employs 3,500 people, 2,000 of them at its Edmonton headquarters. In such a large organization, keeping employees from feeling they are just another cog in the wheel is a considerable challenge, acknowledges Epcor CEO Don Lowry. "What you need," he says, "is an environment where people feel they have an impact, they are listened to and can make a difference."

One way Epcor tries to do this is through a company-wide commitment to volunteerism. Employees are encouraged to get involved with community or charitable causes. For those who volunteer 50 hours or more annually, Epcor contributes $150 to a charity of their choice. Workloads and schedules are juggled to help. Adam Wile, 26, a business analyst who manages Epcor's Intranet site, received afternoons off to serve as a liaison for athletes and media at the World Championships in Athletics held in Edmonton last year. That led to his role as a senior volunteer at this year's Commonwealth Games in Manchester. "I learned so much from those experiences," he says. "It's helping me be a better employee."

Gabrielle Deagle, a 26-year-old environmental engineer, also appreciates the opportunity to branch out. A member of Epcor's running club, she was one of 106 Epcor employees to take part in the recent CIBC Run For The Cure, a national event supporting breast cancer research. "It's about a balanced lifestyle and giving something back to the community," says Deagle. "That's very important to me."


Runner Deagle likes 'a balanced lifestyle'

WALKING THE WALK

Getting Debbie Kempton's Maritime Life Assurance Co. team together for a little face-to-face can be hard. The reason: in a typical week just five of its 16 members—who handle disability claims—are in the Halifax office for a regular nine-to-five daily shift. The rest spend at least part of the week either telecommuting from home or working "flex" hours that mesh better with their personal lives. Kempton, who has spent 20 years working for the Halifax-based insurance firm, is a prime example: the married mother of two is only in the office from 8:45 a.m. to 3 p.m. That means, though still on the job, she can be home to see her sons off in the morning and there when Matthew, 14, and Jack, 10, get home after school. "I probably don't need to be there," she says. "But it's important for me to maintain balance in my life."

That's something Maritime Life knows a thing or two about. Every employer at least talks the talk about the importance of having a happy workforce. Maritime Life, which has been conducting employee satisfaction surveys for 25 years, actually seems to walk the walk. "We're not running a country club around here," stresses president and CEO Bill Black. "But we're in a service industry and the best way to have happy customers is to have happy employees." Maritime Life, which has 2,200 staff, succeeds well enough that its voluntary turnover tends to be around eight per cent yearly, far less than the national norm of 12 to 14 per cent.

What's the allure? There is the usual

EVERYBODY KNOWS YOUR NAME

Jean Chrétien recently greeted by name a bellman at the Fairmont Newfoundland. "John," the Prime Minister said to John Whelan, the luxury hotel's long-serving bell captain, "you still with the company?" Much too discreet to lob the query right back, Whelan instead asked Chretien to sign a copy of his autobiography, as a favour for a friend. (The PM obliged.) It's one of the perks of the job, Whelan says, that he's met all of Canada's prime ministers going back to John Diefenbaker. Dealing with people—and not just the celebs—is what he likes best about his job, says Whelan, whose first position at the St. John's hotel, at 18, was kitchen porter. With 46 years of service now under his belt—35 of them as bell captain—Whelan, who turns 65 in December, is set to retire at the end of the year.

Longevity is one sign of a contented workforce—and at Fairmont Hotels and Resorts Inc., it's part of the corporate plan. The Toronto-based employer of 22,000 people has a promote-from-within policy, explains Shelley Meszoly, a 41-year-old sales manager who has spent her entire adult life at Fairmont, formerly CP Hotels. There's a culture in the organization that "breeds pride," she says. It comes from the top, where the leadership genuinely looks out for the growth and development of employees. Meszoly, who first signed on with the company as a chambermaid at the Banff Springs hotel in 1980, says Fairmont cares about its workers—and their families. In the mid-'90s, after her mother had become ill with Lou Gehrig's disease, Meszoly was allowed to take time from work to stay at her family's home one week each month for almost a year, to care for her. "I was able to spend this very special quality time with my mom—I was very fortunate," she says.

And then there are the locations: from Quebec City's classic Chateau Frontenac to the ethereal Chateau Lake Louise in the Rockies, to the so-swish Plaza in Manhattan, many Fairmont hotels are storied, landmark properties. The goal of providing excellence for hotel guests rubs off on employees. "We know what good looks like," says Meszoly, who is now based at one of Fairmont's two Bermuda hotels. "I'm looking out," she adds seductively, "at palm trees and hibiscus trees with beautiful pink and white flowers."

Fairmont's Whelan has met every prime minister back to John Diefenbaker

PHOTOGRAPH BY WANITA BATES (TOP). PHOTOGRAPH BY PETER BREGG/MACLEAN'S

THE TOP 100 EMPLOYERS: A-G

Culled from a database of 47 000 firms, here are the choices detailed in the soon-to-be-published 2003 edition of *Canada's Top 100 Employers*, with highlights from the book's data.

COMPANY	CANADIAN EMPLOYEES	HIGHLIGHTS
AD OPT Technologies Inc. Montreal		Software developer with a special Valentine's Day gesture—flowers and chocolate delivered to all employees
Adacel Inc. Brossard, Que.	230	Air traffic systems maker leads in vacations: four weeks to start, 13 week paid sabbatical after 10 years
Algorithmics Inc. Toronto	440	Strong educational opportunities, including $2 000 annual tuition subsidy, at this financial services software firm
AltaGas Services Inc. Calgary	327	Natural gas outfit offers in-house courses and pays full salary while apprentices are attending outside classes
Assumption Mutual Life Insurance Moncton, N.B.	170	Old Maritime firm with perks de al fice: staff movie nights and rewards that can include cruise ship vacations
ATS Automation Tooling Systems Inc. Cambridge, Ont.	1,100	Family oriented benefits include $0 $1 000 academic scholarships awarded to the children of employees each year.
Banff Centre Banff, Alta.	382	Educational and cultural institute offers chance to live (and learn, with subsidies) in a world heritage site
Bank of Montreal Toronto	35	Operates a unique personal days off program involving short paid leaves where length is based on need
Bethany Care Society Calgary	2,330	Uses annual surveys of employees' families and residents to improve facilities and work environment.
BHP Billiton Diamonds Inc. Vancouver	200	Extensive recreation facilities: commitment to northern communities attracts skilled workforce in a remote location
Brock Solutions Inc. Kitchener, Ont.	370	Engineering firm tailors rewards to individual personalities in diverse workforce—at least 32 languages spoken.
CAE Inc. Toronto	4,000+	Simulator maker with operations in 13 countries features a large training centre and global opportunities
Cara Operations Ltd. Mississauga, Ont.	1	Some top performers at food services firm receive a leased car for a year (a Mercedes convertible in 2001)
CGI Group Inc. Montreal	5,000	Mentoring and strong career development are hallmarks at IT services firm Canada's biggest and still growing
Co-operative Trust Co. of Canada Saskatoon	7	Ensures that employees absent for maternity leave are still interviewed for internal promotions.
Co-operators Life Insurance Co. Regina		A 36-hour official workweek allows employees to earn a long weekend every other week
Credit Union Electronic Transaction Services Regina	61	Staff get an extra day off each month in addition to generous vacation allowance.
Crystal Decisions Inc. Vancouver		Software firm subsidizes transit, encourages bikes, offers company-owned cabin at Whistler for $20 a night
Dalsa Corp. Waterloo, Ont.	450	Tech company involved with Canadarm2 hosts ESL classes during work hours for new employees from overseas
DeltaWare Systems Inc. Charlottetown		Small firm brings high tech jobs to PEI and beats the big guys—recently won national battle for a Nunavut contract.
Diagnostic Chemicals Ltd. Charlottetown	47	Pharmaceutical company offers everything from a solid pension plan to an enlightened paid personal days off program
Dofasco Inc. Hamilton	7,000	Old-economy steel firm still creates jobs. Has had profit sharing since 1938, offers huge recreation/teaching facility
Ecotrust Canada Vancouver		Non-profit organization's employees are trusted: can take days off based on an honour system
Enbridge Inc. Calgary		Pipeline company with strong community involvement: has a full-time manager of Aboriginal relations
Envision Financial Langley, B.C.		Canada's fourth largest credit union offers yoga and self-defence classes and four weeks vacation after two years
Epcor Utilities Inc. Edmonton	3,500+	Big on volunteerism—75 per cent of staff see community service as one of their best perks.
Ernst & Young LLP Toronto		Accounting firm likes bonuses: up to $4 000 for referrals, $20,000 for signing, $5,000 for course completions
Export Development Canada Ottawa		Trade organization backs youth employment: has a $1 million scholarship fund for students in international studies.
Fairmont Hotels & Resorts Inc. Toronto	7,000	Strong in-house training and tuition subsidies, plus 38 luxurious places to work worldwide
Frank Russell Canada Ltd. Toronto	1	Staff can work at the investment firm's other offices in London, Paris, New York, Sydney, etc. for up to five years
Gennum Corp. Burlington, Ont.	1,000	Ninety per cent of employees are shareholders, thanks to the electronics firm's stock purchase plan
Georgian College Barrie, Ont.	1,000	Strong benefits, including on-site daycare and generous vacations, while living on the doorstep of the Muskokas



Kempton and 10 others in her 16-person group work in non-traditional ways

enlightened stuff: flexible benefit programs, spiffy offices with daycare and workout facilities, on-site masseuses, well-appointed corporate dining rooms with a stunning view of the sailboats on Halifax's Northwest Arm. Maritime Life also has a reputation for innovation. Consider its career investment account, in which the company provides an amount equivalent to a percentage of the employee's salary—2.5 per cent for managers and four per cent for administrative staff—for career training, even if not directly related to their current job. "It gives our people a sense of empowerment," says Catherine Woodman, vice-president for human resources. That's worth a lot to employees. And it's just one more reason why Maritime Life's employee satisfaction survey results consistently hover around 90 per cent.

THE FAMILY FRIENDLY PLACE

When Denise Hachey planned her maternity leave, she wanted to take enough time to care for her new baby and her two year old daughter, plus go back to school to finish a university degree she'd been working on part-time. Now in her first week away, Hachey, 34, has opted for the max allowed in Quebec: 70 weeks mat leave, plus three weeks of her 2003 vacation—even though she moved into her most recent position at Merck Frosst Canada & Co., as a coordinator of benefits and pension plans, only six months ago. She doesn't expect to be back at work before March, 2004. The company has supported her "all the way," she says. "I've only been here two years and I'll be gone for almost a year and a half. They're fine with it."

Merck Frosst is known as a family friendly place. The pharmaceutical giant operates a daycare for its employees' children a block away from its suburban Montreal offices. It offers flexible work hours, and managers support employees who want to work from home. It has an employee assistance program to deal with family stress and even operates a summer day camp. It "tops up" maternity leave, adding enough dollars to the regular EI payments to make up 100 per cent of an employee's salary for the first 18 weeks of leave, which, for Hachey, "is a big deal."

For John Kidd, a 39-year-old accountant in Merck Frosst's finance department, the big deal was a three-month parental leave in which the company was "very supportive." Kidd's third child was born in July—and instead of working on the company's books, his job through the summer was to keep his older sons, aged 5 and 7, happy and busy. "In the back of my mind I thought I'd be sitting by the pool drinking pina coladas all summer," he says. "That was very naive. It's been very, very busy—a lot more work than I expected."

Now getting ready to return to the office, he's grateful for the firm's openness—and says the break was like a mini-sabbatical. "Lucky me." The way Denise Hachey sees it, the pro family program "solidifies the fidelity toward the company." Lucky Merck Frosst.



Halsall, outside the Royal Ontario Museum, says titles just create problems

BUILDING THE RIGHT TEAM

Peter Halsall draws an inverted pyramid on a sheet of paper to depict the management structure at his Toronto-based engineering firm. Across the bottom, he writes "President." That's him. Above the president is a layer of five people, with more employees above them, who all, he says, ultimately rely on him for direction. "Decisions are made so these people"—he circles the top bulk of the triangle—"maximize their opportunities," he says. "Right decisions for these people are better for me anyway."

Halsall, who holds a 22-per-cent controlling block of the employee-owned company, eschews job titles—"they create more problems than they're worth"—and instead talks about levels of responsibility. His unorthodox view—from below if you will—is just part of what makes Halsall Associates Ltd., one of Canada's leading engineering firms, also one of its best places to work.

The 46-year-old firm, founded by Halsall's father, Robert, does some of the most interesting engineering work as well. It provides engineering and management services to build, renovate and restore new and existing buildings. In its long list of accomplishments, Halsall includes landmark locations such as the CN Tower, the Sears Tower in Chicago and the Smithsonian Institution in Washington. The firm is providing the structural design for the high-profile $200-million redevelopment of the Royal Ontario Museum. It did restoration work at the Watergate complex in Washington. It has had projects in Bermuda, Trinidad and China. At Queen's University in Kingston, Ont., Halsall is designing Canada's largest wall-mounted photovoltaic installation on a five-storey high structure, capturing energy from the sun and transforming it into electricity. The emphasis on sustainability is intentional. Halsall says he is striving to design buildings that are "legacies for future generations, rather than liabilities."

Halsall says he goes out of his way to hire dynamic and smart team players. Even if he hasn't got a specific project for them to work on, he'll bring them on board if they're the right kind of person for the company. He also pays staff better than most of his industry peers and hooks up new recruits with internal mentors. Each employee is asked to write a personal mission statement—an unusual policy for an engineering firm. For Halsall, creating a solid team is the first step to building innovative buildings.



Merck backed Hachey's leave 'all the way'

PHOTOGRAPH BY PETER BREGG/MACLEANS

PHOTOGRAPH BY PETER BREGG/MACLEANS (ABOVE); PHOTOGRAPH BY MACKENZIE STROH



PHOTOGRAPH BY PETER BREGG/MACLEANS

WHEN SMALL IS BIG

Celestine Koerber can't keep from laughing when she thinks about the benefits she left behind in the private sector 15 years ago. "The biggest change was the two-thirds drop in salary," says Koerber, now a senior systems analyst with the City of Waterloo in Ontario. "I also lost my bonuses, a large amount of vacation time and an extra week off at Christmas." But Koerber, who has been approached numerous times by private firms to leave her job with the city, says she has no interest in going back. "Whenever I get a call, I always use the excuse that I'm starting a new upgrade course that I don't want to miss out on," says the 45-year-old native of nearby New Hamburg, Ont., who plans to take a computer course—paid for by the city—later this year. "There doesn't seem to be a limit to what I can learn here. If I went to a large company, I'd be stuck with one tiny role, which I don't think I could handle because I'm so used to having total access to so many different projects."

'There doesn't seem to be a limit to what I can learn here,' says Koerber

Job variety is exactly what makes working in his department attractive, says Garry Bezruki, 45, the city's director of information systems. And while it's not easy competing for quality workers in one of Canada's major hotbeds of technology—Top 100 member Research in Motion Ltd. is among squads of cool companies in the area—Bezruki has kept turnover in his 16-member team low. "A small environment provides a lot of new opportunities to grow and explore," he says.

As well, in an effort to remain a competitive employer and keep a happy workforce, the city has introduced a number of perks for its 800 employees—usually only afforded those in the private sector—that make it a leader among municipal governments. Staff can opt for a compressed work week and sign up for a host of initiatives—including yoga classes, an employee purchase program for PCs and many specialized training courses ranging from personal health to finances to the latest computer technology. "We don't have the financial resources to offer big financial bonuses," says Rob Deyman, an organizational effectiveness consultant with the city. "So we have to constantly find interesting ways to help our employees improve both their personal and professional lives."

INTERPLANETARY THRILLS

As employers go, say engineers Marielle Chabot and Ian Hemphill, MacDonald Dettwiler & Associates Ltd. is out of this world. "I mean, look at this thing," says Hemphill, 47, unrolling a schematic diagram of Canadarm2, a recent, high-profile success for the Richmond, B.C.-based company. "I grew up in the heyday of science fiction and to be actually working in the space industry is such a thrill."

Both Hemphill, a 17-year veteran, and Chabot, 26, who joined two years ago, work for the company's space missions group. Hemphill is involved in planning new ventures. Chabot is part of the Radarsat-2 project to design, construct and launch (in 2004) a high-resolution satellite capable of seeing through cloud and darkness. Hemphill also worked four years on the robotic Canadarm2, now circling the globe on the International Space Station. Such ambitious projects attracted Chabot as an electrical engineering graduate from Quebec. "I feel lucky to be able to participate in expanding our horizons, both of technology and of our universe."

MacDonald Dettwiler bills itself as an "information company." Its products range from global mapping and surveillance to databases for land registry and property assessment. While the technology it employs is cutting-edge, Hemphill also appreciates MDA's bottom-line discipline. It has had 72 consecutive profitable quarters, and hasn't laid off an engineer in its 33-year history. It invests heavily in training. Staff—some of them world leaders in their field—run an in-house MDA university. Employees also get a share of the training budget to spend as they wish on professional development.

"Experience is critical," says president and CEO Daniel Friedmann, who places a priority on retaining key staff. "Our biggest motivator and attractor is the exciting work we do. You cannot do this work in other places." A case in point: a recent contract to help define Canada's role in future missions to Mars. The project inspires the entire company, say Chabot and Hemphill. Neither is working on the contract—yet. But one day, they predict, Mars will be within their grasp.

THE FIRM FUN REMEMBERED

It's 4 p.m. Friday and at Calgary-based Metso Automation SCADA Solutions Ltd., that means it's time for employees to shut off their computers and head to the third-floor social club for a free brewski or two. This particular Friday, the division hosting the weekly bash has chosen a MASH theme. Some staff are dressed up in army fatigues or doctors' gowns and masks. Others have their heads wrapped in bandages smeared with fake blood. There's even one project manager dressed in drag, *à la* Cpl. Klinger.

Welcome to Metso, the company fun didn't forget. In addition to the Friday socials, Metso, which develops information management systems, sponsors "team-building" exercises for the 300 Calgary employees of the Helsinki-based group. Bands of co-workers take off a weekday afternoon (or more) for activities such as snowboarding, whitewater rafting, caving or fly-fishing. The idea is to foster friendships and loyalty that will spill over into the workplace, and it seems to be doing just that. "I find I'm working with like-minded individuals and everyone pulls their weight," says Web designer Shannon Panko, 38. "I've been at companies where that's not the case and it creates stress and ill feelings."



Jardine takes a shot at 'team-building'

PHOTOGRAPH BY PETER BREGG/MACLEANS

President Dave Jardine says the positive vibes are no accident. Metso puts a lot of effort into screening new recruits to make sure they will fit in with the corporate culture, and on finding managers who understand the importance of the human touch. "All of these things have to be genuine, they can't just be processes," says Jardine. "It has to come from the heart."

THE TOP 100: G-N

COMPANY	CANADIAN EMPLOYEES	HIGHLIGHTS
Golder Associates Ltd Burnaby, B.C.	1,238	Employee-owned engineering consultant runs "Golder U" for training, exchanges staff among its 80 offices worldwide.
Great-West Life Assurance Co Winnipeg	3,938	Leading provider of benefit plans to others also leads with its own, including discounted mortgage rates.
Hallmark Canada Inc. Toronto	2,039	Offers post-secondary scholarships to extended family members, including grandchildren and siblings.
Halsall Associates Ltd. Toronto	145	Employee-owned, family-run specialist in restoration and "green" construction stresses environmentalism.
Hamilton Police Service Hamilton	1,080	Cop shop committed to better work-life balance, including job sharing, paid time off for community volunteering.
Hewlett-Packard (Canada) Co. Mississauga, Ont.	1,450	Employees can vacation at a company lodge near Kingston, Ont., or other HP retreats in the U.S., Japan or Germany.
Hill & Knowlton Canada Toronto	173	Performance management at PR firm includes feedback from managers, subordinates and hand-picked co-workers.
Hospital for Sick Children Toronto	6,229	Facility dedicated to kids offers strong maternity leave top-up—to 84 per cent of salary for 26 weeks.
Husky Energy Inc. Calgary	1,416	Equity programs bring Aboriginals and women into a workforce that traditionally had few of either.
Hyperchip Inc. Montreal	337	Located in a former convent built in 1892, the tech firm consulted a feng shui master to help with the redesign.
iAnywhere Solutions Inc. Waterloo, Ont.	212	Wireless access software maker provides $6,000 a year each for staff to spend on professional development.
IBM Canada Ltd. Markham, Ont.	17,122	Perks typical of the high-tech industry (such as an extra week's vacation when getting married) plus IBM security.
IMS Health Canada Ltd. Montreal	308	A two-week Christmas holiday shutdown enhances already decent annual vacation (three weeks after two years).
Industrial Accident Prevention Association Toronto	218	Employees receive three paid days off a year to volunteer for charities, and can get help setting up home offices.
Inex Pharmaceuticals Corp. Burnaby, B.C.	154	Gives extra days off to create or extend long weekends. Social events include whitewater rafting and snowboarding.
Inscriber Technology Corp. Waterloo, Ont.	152	Snacks available daily, and a local bakery delivers fresh pastries every week to the video graphics software house.
International Road Dynamics Inc. Saskatoon, Sask.	122	Maker of traffic management systems listened to employees, brought in compressed work week and wellness plan.
Intuit Canada Ltd. Edmonton	467	The showcase software firm has a gym, weight room, TV lounges, patios with barbecues, and sleep rooms.
Joseph Brant Memorial Hospital Burlington, Ont.	1,378	Private-style benefits in the public sector, maternity top-up, referral bonuses, tuition subsidies et al.
KPMG LLP Toronto	4,769	Unique fitness participation payment averages $700 per employee to use for any sports activity.
MacDonald Dettwiler & Associates Ltd. Richmond, B.C.	1,556	High-tech engineering firm doing advanced robotics hasn't laid off an engineer in 30 years.
Manitoba Telecom Services Inc. Winnipeg	4,685	Along with its maternity top-up, the phone company covers 100 per cent of salary during the two-week waiting period.
Maritime Life Assurance Co. Halifax	2,158	Lots of options, including flexible hours, telecommuting, job sharing and seasonal and compressed workweeks.
Maritime Travel Inc. Halifax	383	After 9/11 whacked the travel industry, the firm laid off staff but maintained their benefits. Everyone was back by Jan. 7.
Mairikon Inc. Edmonton	322	IT consultant's hiring and assessments focus as much on "human" factors such as dedication and loyalty as job skill.
Merck Frosst Canada Ltd. Montreal	1,887	A leader for people with young families, offers 100 per cent maternity top-up for 18 weeks and daycare nearby.
Meridian Technologies Inc. Strathroy, Ont.	531	Auto components maker provides tuition subsidies and training rotations at the company's facility in Italy.
Metso Automation SCADA Solutions Ltd. Calgary	460	Social activities include camping, cave spelunking, wine and whisky tasting, a summer concert and beer every Friday.
Mintz & Partners Toronto	130	A mid-sized accounting firm with a human touch—Mintz has one of busiest employee social calendars around.
City of Mississauga Mississauga, Ont.	5,741	Staff of this fast-growing city enjoy a 35-hour workweek and on-site daycare and fitness facilities.
Mitra Imaging Inc. Waterloo, Ont.	305	Medical imaging firm, now owned by German-based Agfa, has a well-regarded profit-sharing plan for all staff.
Montgomery Sisam Associates Inc. Toronto	48	Architectural firm takes staff on an annual trip to a major design centre—last year, Michigan's Cranbrook Academy.
National Life Assurance Co. of Canada Toronto	373	Employees can build their own benefit plans, selecting those that suit their needs.
NCR Canada Ltd. Waterloo, Ont.	1,784	With three on-site baseball diamonds, staff host an annual charity softball tournament, now a Waterloo tradition.

THE TOP 100: N-Z

COMPANY	CANADIAN EMPLOYEES	HIGHLIGHTS
Nunavut Power Corp. Iqaluit	114	Offers paid housing and free electricity (no small benefit given its cost locally) to those transferring from the south
OMERS Toronto	512	Strong performance review program, including training at the pension manager for Ontario municipal employees.
Patheon Inc. Mississauga, Ont.	1 372	Pharmaceutical outfit offers global opportunities and has specially designed training programs at two local colleges.
PCL Constructors Inc. Edmonton	327	Employee-owned firm keeps construction staff employed by moving them from job to job, rare for the industry
Pelmorex Inc Mississauga, Ont.	290	The federal government ranks the operator of TV's weather channels tops in its industry for employment equity
Pfizer Canada Pharmaceuticals Group Montreal	1 959	Firm recently revamped its vacation policy to take account of previous work experience for new employees.
Pika Technologies Inc. Ottawa	58	Free breakfast served twice a week. Company has basketball courts, jogging trails and a Mt. Tremblant, Que., chalet
Power Measurement Ltd. Saanichton, B.C.	225	Provides high-tech jobs on scenic Vancouver Island, near coastal beaches, hiking trails and lakeside jogging
Purdue Pharma Pickering, Ont.	220	"People-first" custom-designed facility beside a conservation area gives most workers views and natural light
QuestAir Technologies Inc. Burnaby, B.C.	125	Employees of firm involved in fuel-cell technology can choose between stock options and cash for bonuses.
Quinara Inc. Winnipeg	267	The former Exocom Group of IT consultants tailors rewards to individuals, from flying lessons to electronic gadgets.
Recruitsoft Inc. Quebec City	291	Software firm likes to hold departmental meetings away from the office—such as one last year in Cancun, Mexico.
Research In Motion Ltd. Waterloo, Ont.	1 800	The fabled BlackBerry maker shut down for half a day last year so employees could go see the latest *Star Wars* movie
Reynolds and Reynolds (Canada) Ltd Mississauga, Ont.	380	Supplier of data systems to auto retailers allowed many of its employees to move to home-based offices last year
Rogers Communications Inc. Toronto	16 417	Strong synergy means broad opportunities across Rogers' array of businesses, not to mention many staff discounts
SaskTel Regina	4,090	Stresses community involvement—employees and retirees donated over 70 000 hours of volunteer time last year
Schlumberger Canada Ltd Calgary	2 617	Extensive in-house training at multinational energy tech firm for career possibilities in nearly 100 countries.
Seimac Ltd Dartmouth, N.S.	62	When the Chellon Group bought the tech firm last year, staff each received profit-sharing cheques of $8,000 to $15,000
Shell Canada Ltd Calgary	3,800	Raising the bar for oil and gas producers by emphasizing environmental concerns in everyday business conduct.
Sierra Systems Group Inc. Vancouver	676	Tech firm gives staff as much info as possible via the Net and newsletters, including results of employee surveys
Spectrum Signal Processing Inc. Burnaby, B.C.	140	Fun workplace with themed meetings, an active social club and an annual resort retreat for employees and families
Standard Aero Ltd Winnipeg	1 294	Everyone gets a free turkey at Christmas, and managers serve the staff Christmas lunch
Stikeman Elliott Toronto	582	The firm offers performance bonuses high even for corporate lawyers, and is big on staff parties and summer picnics.
Sun Life Financial Services of Canada Inc. Toronto	4,291	Strong health-financial and vacation benefits, plus discounts on tickets to the Shaw and Stratford theatre festivals.
Syncrude Canada Ltd Fort McMurray, Alta.	3 944	Provides 1,800 academic scholarships to employees' children each year, and stresses career development
TDL Group Ltd Oakville, Ont.	1 033	Its highly focused charity arm, the Tim Horton Children's Foundation, is a model for any company
Teranet Inc. Toronto	792	Unusual public-private partnership developing government software offers stability in the tech sector with good perks
Toronto Transit Commission Toronto	9 853	The subway line is expanding, governments are committed and there's a 35-hour workweek and a free ride to the job
Trillium Health Centre Mississauga, Ont.	3 612	Employees can take leaves of absence for studies or even to "try out" new positions at the hospital
L'Union Canadienne, Compagnie d'assurances Sillery, Que.	297	Offers perks rare in the insurance industry: monthly on-site massages, a lunchroom with TV, music and billiards.
Wardrop Engineering Inc. Winnipeg	352	You can throw pies at your manager to raise money for charity—the gesture speaks volumes about the firm's approach
City of Waterloo Waterloo, Ont.	802	City that competes for workers in a key high-tech region has adapted many of the perks found in the private sector
Yanke Group of Companies Saskatoon	485	Enlightened trucking firm provides leave time for drivers who farm and offers a confidential family assistance plan
Zenon Environmental Inc. Oakville, Ont.	576	Custom-built facility includes a wellness centre, healthy cafeteria menu, outdoor ponds and forest pathways.

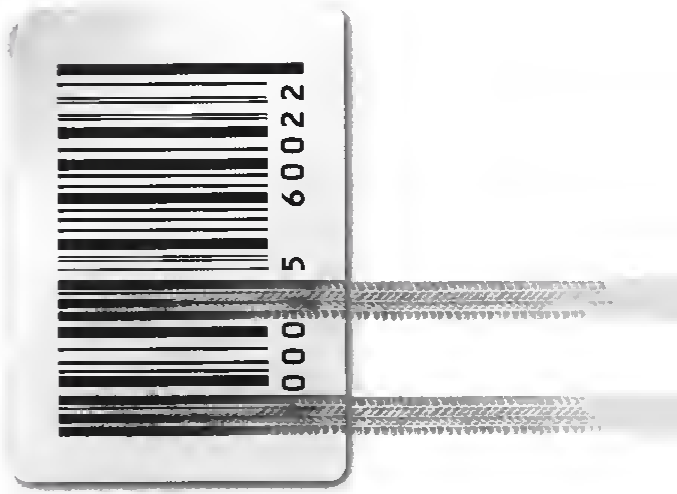
DIAMOND IN THE ROUGH

At first, Elke Heinemann wasn't so sure she wanted a job with BHP Billiton Diamonds Inc., which operates the Ekati mine—Canada's only diamond producer—in the Northwest Territories. At 200 km south of the Arctic circle and 300 km north of her home in Yellowknife, location was a factor. The work shift—two weeks of 12-hour days followed by two weeks at home—was daunting, as was the prospect of camp life. Employees, flown in by the company from communities across the North, live in residences on site. But the work, teaching literacy and numeracy to mine workers, was appealing, and she accepted a position in February last year. Today, one of two adult ed teachers, Heinemann, 36, is proud of the work she does and she's sold on BHP.

"The company takes care of us and supports us in our own development as an employee," says Heinemann, who is taking computer and special education courses—on BHP's tab. The adult-ed classes, offered during work hours, are voluntary. Many students say they now read to their children at home or help them with homework. "The company recognizes that if our workers encourage their kids to stay in school and learn to read, we will have a workforce in the future that has the skills required to compete," Heinemann says. "That's very progressive."

BHP's commitment to the North is one of the reasons it's on the Top 100 list. As well as hiring locally, it strives to buy as much as possible in the North—$328 million worth last year, says Denise Burlingame, a BHP Billiton spokeswoman. At the mine site, the facilities are top-notch: private rooms, extensive sports facilities and a free, 24-hour, all-you-can-eat dining room. The company offers another, unique-in-Canada perk: an employee diamond purchase plan that offers cut rocks at cut-rate prices. About a third of employees have opted into the plan, Burlingame among them. She bought a one-carat—as large as a "good-sized pea"—with a clarity rating of VVS1, or next to flawless. "It's ooh-ahh," she says, "without being so big that people think it's a fake. I'm pretty tickled."

Company profiles by Brian Bergman, John DeMont, John Intini, Katherine Macklem and Ken MacQueen



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THE BEAR ESSENTIALS

Have markets finally hit bottom? Well, it's a process.

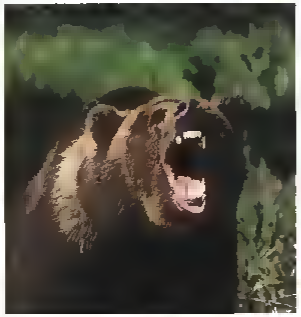
THE EXTREMES have been more like, X treme The greatest bull market ever The longest-lasting bear since the '70s The steepest three day rally in 20 years on the Toronto Stock Exchange The worst quarter on record for Canadian mutual funds, from July through September The upswings spark optimism, the prolonged downward swoops leave investors in despair "People are hopeful," says a forty-something Toronto woman whose one time $250 000 portfolio has shrunk to $66,000, "but they are afraid to believe" Like children on a long family road trip, investors are feeling cranky and tired More than two years into a bear market, their destination, of course, is Bottom, and they want to know Are we there yet?

After a hope-inspiring summer rally, stocks went back into decline From mid-August to early October—the month feared, historically, for turbulence—the S&P/TSX composite index fell 14 per cent But then, around the Thanksgiving week end, markets embarked on a major climb, giving rise again to hopes that the worst was over Yet no one knows if the market has hit bottom, and the experts aren't very reassuring Their collective response—"maybe"—is as satisfying as the standard parental comeback—"soon"—is for the kids

"Bottom is a point in time only for the historians," says David Rosenberg, chief Canadian economist and strategist for Merrill Lynch Canada Inc "Most people don't know we're at bottom until proba bly six months to a year after it happens"

Still, there are signs that can indicate a market's low point—and with them comes much speculation Some analysts look to previous bears In the early '70s, the de cline followed a path eerily similar to the current downturn That bear lasted almost two years, striking bottom after the S&P 500 Index had fallen nearly 50 per cent. Following the thunderous Crash of 1929, it took three years, until 1932, for the market to hit what seemed to be the floor But then it doubled back down again a year later to find the real basement "Bottoming is a process," says Rosenberg Calling it, he adds, has a lot to do with gut feelings It's when players in all corners—portfolio man agers, analysts, strategists, economists—share the misery "Not just bearish, but disdain and disgust turns into despair That's usually one form of what we call a washout" in other words, plain ugly

The stock market tends to foreshadow economic conditions, says Peter Drake, deputy chief economist for the Toronto Dominion Bank, and right now, it is wait ing for more balanced growth in the U S So far, consumer spending, often in tesponse to irresistible incentives like zero per cent auto financing, has fuelled the recovery, weak as it is Wall Street wants businesses to start spending, too "The equity markets have a legitimate concern," says Drake Still, the economist thinks the pain will begin to end soon, amid gradual growth in the U S "We're remarkably close to a bottom," he says "Problem is, that and $1 10 get you a cup of coffee If your portfolio is down, that's all you're thinking about"

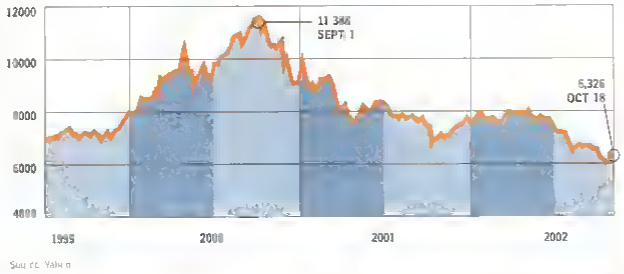


One factor differentiating the last bull market from previous ones is simply the number of participants Stocks became trendy in the late '90s and North Amer icans invested in droves Now, partly chased out by the bear, many are exiting, contributing to its strength and endur ance Every month since March, Cana dians have pulled more money out of mutual funds than they've put in—in all, $3 7 billion—a remarkable turnaround from the solid, steady growth in deposits since 1995 In September alone, they cashed out a net $1 1 billion This, plus the funds' poor market performance has led to a 10 6 per cent decline in total mutual fund assets this year, to $381 1 billion at the end of September

The undeclared war on Iraq is also act ing as a drag on stocks "Of all the things markets might hate, they hate uncertainty more than anything else," Drake says "Whenever you talk about military action, there is uncertainty almost by definition" If history is a lesson, equity markets were rocky and falling in 1990 leading up to the Gulf War As soon as the U S attacked in January, 1991, markets took off A new strike on Iraq could be the factor that establishes where Bottom is But we'll only really see it in the rear-view mirror

THE LONG ROAD DOWN

S&P/TSX composite index (TSE 300 until May 2002)



Source: Yahoo

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THE NEXT ENERGY CRISIS

There's spare capacity now. But when the economy improves, it's lights out.

IF, SOMEWHERE in the White House, there is an economics expert with broad vision (and I have no hard evidence that such a person exists), then he or she is probably not too unhappy about the sluggish economy.

Why? Is it because conservative Republicans are happy when they see unhappy people? No, it's because the U.S. may not be able to withstand the energy demands of a strong economy. If there had been no recession, and if real GDP were growing at four per cent, the system might blow its circuits and most of the U.S. could be in the mess California suffered back in the winter of 2000-2001.

That was the time that some electricity was being sold at 50 times normal prices, one of the state's major electric utilities went bankrupt, and all pundits agreed that the U.S. was facing an energy crisis. Then the economy went into the tank (whichever tank it is that absorbs a slumping economy, but it certainly wasn't the gas tank). Then Enron went bankrupt. Then one after another of the new, high-stepping energy trading companies announced it had to revise downward not just profits, but revenues.

Investors had long since lost the capacity to be shocked when companies downwardly restated profits. But when seemingly the entire energy trading industry had to admit it had greatly overstated its revenues, investors were energized into selling the stocks and bonds of those companies. If you look at what has happened to the share prices of the glamour energy companies of 2001, such as Calpine (from US$42 to $1.30), Mirant (from $35 to $1.27), and El Paso ($74 to $5.75), you might think they were tech stocks. The action in stocks is, of course, reflected in the action in the bonds of these beastly beauties they trade at yields somewhere between bonds issued by Brazil and those issued by WorldCom.

Two kinds of revelations shocked the markets. First were admissions by energy traders that they recorded sham transactions which had the effect of boosting reported revenues (but not reported earnings). These are the equivalent in the stock market of "wash trades," in which two parties trade stock on the exchange heavily with each other, hoping that the big volume will attract other players. We now know that those brand-new energy trading markets in which natural gas and electricity futures were traded on an hour-by-hour basis years into the future weren't as active and liquid as they seemed. Traders were playing with each other.

Secondly, companies were reporting rapidly growing earnings gains from energy trading, but it turned out that much—or most or all—of those profits were illusory. A company could sell electricity for delivery up to 20 years in advance, then assume a cost per kilowatt hour for producing that wattage, and book into current earnings the entire 20 years' assumed profits! And all those supposedly scrupulous accountants (yes, all of them, not just Arthur Andersen) were certifying that these fantasized earnings were kosher according to Generally Accepted Accounting Principles. As you might expect, the traders who delivered contracts with 20 years of 365 guaranteed profitable days per year (plus leap years) got great bonuses and stock options for their brilliance.

You may not have heard of any of those energy companies (and you may be so sickened by months of reading of other kinds of corporate malfeasance that you really didn't need to hear of this scam) so you may wonder why I devote a column to the subject. Here's why.

The brownouts, power failures and skyrocketing natural gas prices in 2000 occurred because of (1) a drought in the Pacific Northwest that had cut hydroelectric power production, and (2) an unusually cold November and December from the Mississippi Valley westward to the Pacific. Yes, there were supply glitches, and maybe some natural gas companies didn't operate all their pipelines at 100 per cent of rated capacity day in, day out. But Gov. Gray Davis's claim that California's power problems came primarily from corporate fraud is chutzpah on a breathtaking scale.

Because of all the litigation, revelations and investigations, nobody wants to build power plants anymore, and nobody wants to expand electrical transmission facilities that would move power from areas temporarily in surplus to areas temporarily in extreme need. Billions of dollars of contracts have been cancelled.

Among those that have suffered from this serial enervation process is General Electric, its power systems division, the leader in supplying natural-gas-driven turbines to the electricity industry, finds its order book collapsing. (Ironically, that has delivered some great numbers for GE's earnings in the short term, power companies unable to go ahead with their contracts to buy new power plants are paying penalties to GE to get those obligations off their balance sheets. GE's lustrous third-quarter earnings gain of 25 per cent got some of its brightness from those tarnished customers' travails. As you might imagine, the stock market isn't paying up for that kind of earnings gain.)

Each day spent in litigation about who was to blame in California is a day that could have been spent building electrical and gas facilities. The torpid economy means that right now there's lots of excess capacity. But it takes forever to get approvals to build new electrical generating plants, and years to construct them. Some day the economy will revive—and then the next energy crisis will arrive. M

Gov. Gray Davis's claim that California's power problems came primarily from corporate fraud is chutzpah on a breathtaking scale

Donald Coxe is chairman of Harris Investment Management in Chicago and of Toronto-based Jones Heward Investments. His column appears every week. dcoxe@macleans.ca



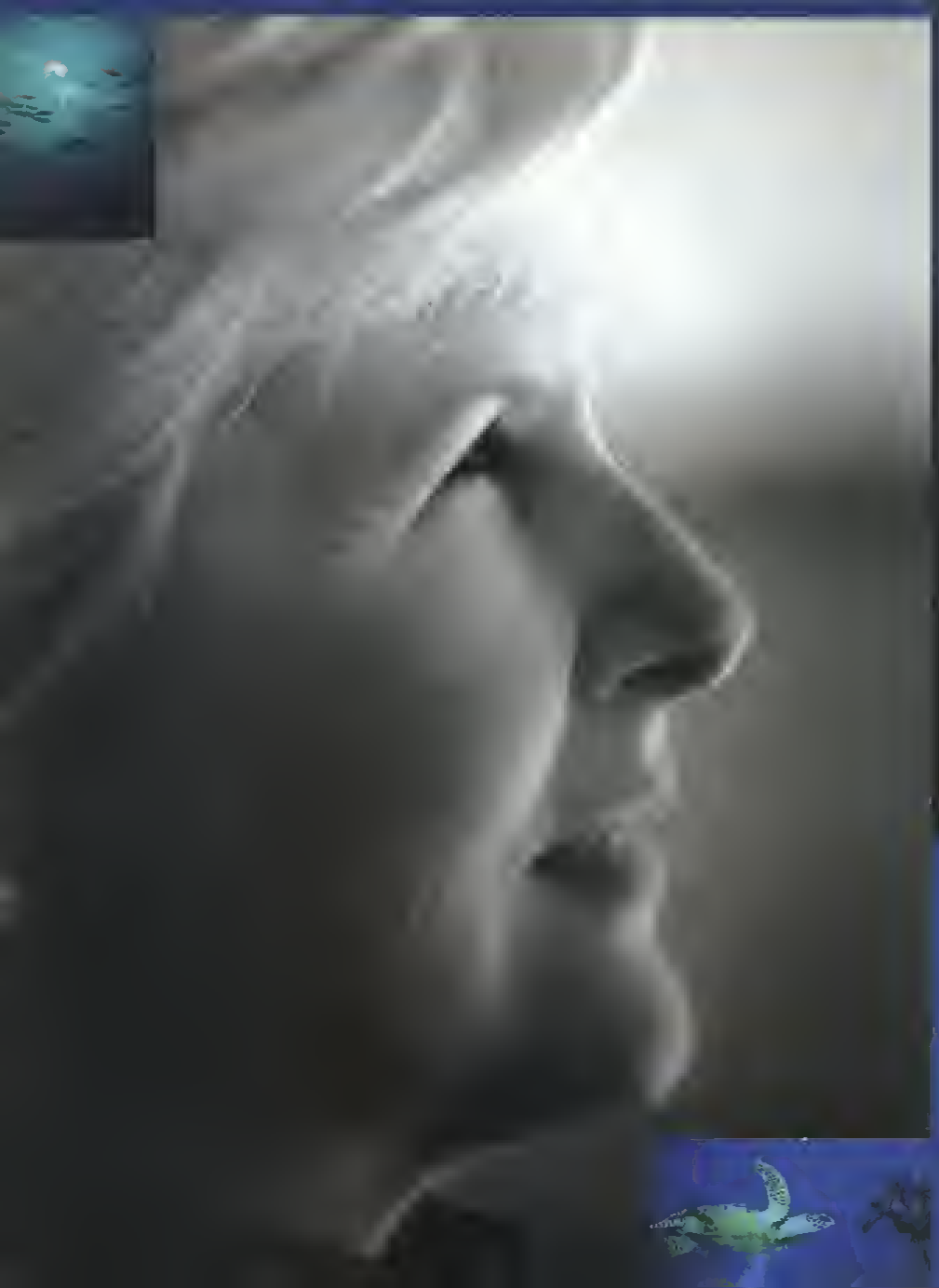
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WATCHING THE WATCHERS

Did a rogue agent sell CSIS secrets to buy heroin?

ANDREW MITROVICA is a veteran investigative reporter, with past stints at *the fifth estate* and the *Globe and Mail*. Among the many issues and institutions he has put under scrutiny is the Canadian Security Intelligence Service. In the early 1990s, according to Mitrovica's *Covert Entry: Spies, Lies and Crimes Inside Canada's Secret Service*, sometimes comical, often grave, lapses of security were infecting Canada's spy service like a runaway virus. In an exclusive excerpt, Mitrovica describes one colossal breach of security involving CSIS's Physical Surveillance Unit—the "watchers"—sensitive documents, and organized crime figures. The episode, successfully hushed up by senior officials until now, raises disturbing questions about how CSIS can protect Canadians when it has so much difficulty safeguarding its own secrets.

JAMES PATRICK CASEY is a tall, curly-haired and lean veteran of the watcher service in Toronto. The "watchers" are government-trained and paid voyeurs who carefully track the movements, habits and contacts of CSIS's targets: suspected terrorists, spies and their associates. Watchers are indispensable cogs in the machinery of an intelligence service, expected to keep their eyes open and their mouths shut. "He's a hell of a nice guy," says one intelligence officer who has worked with Casey. The watcher was at the centre of an incident that nearly snuffed out his career and raised the troubling spectre that a rogue employee was trading top-secret documents for drugs supplied by the Mob.

In late 1991, Casey was working on an undercover operation. As was his custom, he carefully tucked a stack of surveillance files into his unsecured briefcase before he hopped into one of CSIS's company cars and headed home to Loretto, a tiny community north of Toronto. The files included the names, addresses and habits of high profile CSIS targets that he and other watchers were assigned to keep an intense eye on. He left the briefcase in his car, parked in the driveway. When he woke the following morning, the briefcase and its contents were gone, including Casey's CSIS identification badge, his airport security clearance, and as many as 30 active surveillance files. Vanished.

Barry Jesse Barnes is a tall, slim man of 43. While he has the look of a maitre d' at an upscale restaurant, Barnes has amassed over 150 criminal convictions. He has befriended some of this country's most feared and powerful Mafia bosses, peddled drugs, committed scores of robberies, escaped prison, stabbed a man in jail with a pair of barber's scissors and conspired to incinerate another inmate alive in his cell on the orders of a mobster. In 1983, Barnes turned informant as well, agreeing to help police with their Mob investigations after he was caught on a stolen property rap. But at the same time, Barnes—the man who eventually got his hands on Casey's files—continued an active criminal life.

One afternoon in late 1991, he was looking forward to enjoying an espresso and small talk with his friend Salvatore "Sam" Gallo at his small ceramic tile store in Toronto. Tiles and Styles, tucked away in a grimy industrial mall, was a regular haunt for Barnes, who did the occasional odd job for Gallo when he wasn't in prison. A chubby, nerdy looking man with stringy, grey hair, Sam was also a junkie. "He looked like Garth, the guy in the movie *Wayne's World*," Barnes says. When he walked into the shop that winter afternoon, Sam was leaning on a small counter near the espresso machine. Beside him was someone Barnes didn't know, a lean man in his early 40s, with graying brown hair. Gallo pulled Barnes aside and whispered to him that the man was with CSIS.

ILLUSTRATIONS BY MURRAY JUMBER

"CSIS>"

"The Canadian Security Intelligence Service. Spies, all that bullshit," Sam replied.

"What the f— does he want?" Barnes said.

"He's a junkie. He wants some junk."

"Stop playing with me, Sam."

"No, no," Sam insisted. "He's a junkie."

Together, the three sipped espressos and chatted. Sam eventually handed the man a gram of heroin, with a street value of $400. The man appeared to know Sam as well as a regular customer would. He then asked Barnes if he was interested in making a quick buck. The trio retreated into a small anteroom and opened James Casey's briefcase. The man explained that it contained sensitive surveillance files about CSIS targets. One of them lived in western Toronto. Handwritten notes on the file made reference to the target's canoe trips down the city's Humber River. Sam's customer suggested that copies be made. The targets could then be contacted and offered their files in exchange for a tidy sum of cash. The man promised more such files in the future.

Handling stolen secret documents was virgin territory for Barnes. He'd spent a lifetime trying to sell hot suits, appliances and drugs. But he was willing to try anything if there was a dollar to be made. At the time, Barnes was living in Port Sydney, a small lakeside community south of Huntsville, Ont. He headed north from Toronto, stopping in his hometown of Barrie to make photocopies of all the surveillance files. The originals he eventually hid behind some fresh drywall in an acquaintance's home outside Huntsville.

A former agent—at the time a keen young intelligence officer—remembers the mixture of fear and determination that gripped CSIS's Toronto office when word hit of the theft of Casey's briefcase. Along with every other CSIS officer in Toronto, the young agent was enlisted to assess the damage. Casey's monstrous security blunder might have caused. Resources normally devoted to counter-intelligence and counter-terrorism were diverted to determining the extent of the damage. The security breach was particularly egregious since the material included the names, addresses and private habits of some of CSIS's prime targets. The likelihood of a catastrophic domino effect that could compromise other operations loomed depressingly large.



After a day or two with the documents, though, Barnes was beginning to have second thoughts. When he stole a television or sold drugs, he was on familiar terrain. Terrorists and espionage were an alien world and an undue risk. While CSIS was undertaking its harried damage assessment, Barnes was weighing the pros and cons of his find. Instead of selling the files, he decided to make an investment of sorts. Barnes picked up the phone and called an old friend, Sgt. Sam LoStracco—a short, tough-talking Toronto police intelligence officer—who was his main handler when he had something to tell the police.

"Sam, suppose somebody has something that they didn't want anymore?"

LoStracco insisted that Barnes be a touch more specific, and Barnes told him that he had access to a CSIS briefcase.

"You f---ing a - ---. You're not bullshitting me, are you?"

"No, I'm not," Barnes replied.

LoStracco said he would make a few phone calls and told Barnes to call back in an hour. LoStracco confirmed that CSIS had lost an important briefcase. When Barnes called back, the Toronto cop got almost the entire story from him. (Barnes never revealed he had made copies of the documents.) What then followed was a slapstick combination of scenes from a bad espionage flick, including a hurried meeting in a hospital washroom (after the stalls had been checked for spies), and practical mishaps—at one point Barnes was pulled over by a policeman, with the briefcase in his car, for driving with stolen plates. Eventually, however, the files were safely handed to LoStracco in exchange for $2,500 in CSIS money.

When Barnes asked what the CSIS agent wanted, Gallo whispered back: 'He's a junkie. He wants some junk'

LoStracco was skeptical of Barnes's story, but he couldn't interview Gallo because that would mean burning Barnes. Nor was he eager to tell CSIS that one of its own may have been peddling secret documents for dope. So LoStracco concocted a more palatable cover story. He would tell CSIS that Barnes happened upon the briefcase in a car he was jockeying to Barnie for a used-car dealer who had bought the vehicle at auction in Toronto. LoStracco then issued a warning: if Barnes breathed a word of the find, he would be charged under the Official Secrets Act. "Don't f--- around, Barry. You don't know what you have stepped into here."

Barnes shrugged. He was eager to step right out of the world of spies and secret files and right back into the warm, welcoming world of petty crime and hoods.

Meanwhile, James Casey was fighting for his job. His colleagues among the tight-knit watchers came to his defence. Other CSIS intelligence officers had been hounded out of the service for relatively minor transgressions, but Casey survived. He still works for CSIS, and when I visited his new split-level, red-brick home in Loretto, he was reluctant to discuss the incident. "I don't want to talk to you. No. Goodbye," he said before slamming his door.

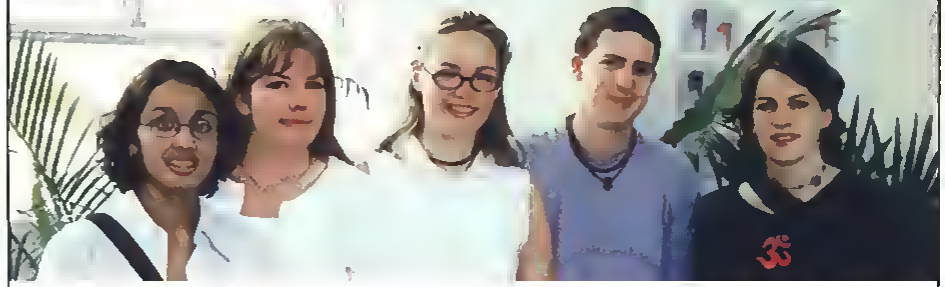
Sam LoStracco, now back working a regular shift out of 32 Division in north Toronto, was at first reluctant to talk to a reporter. But his eyes lit up when I mentioned Barnes and CSIS. He confirmed that Barnes was in possession of a CSIS briefcase containing sensitive surveillance files which he was paid money to return. "The majority of events [as you describe them] are correct," LoStracco said. "It was a very touchy situation in relation to the safety of the Canadian people."

In April, 1995, Barnes was back home—that is, in jail. There he had an idea. He thought that he might be able to persuade CSIS to make a deal. He would hand over his copies of the surveillance documents if the service would help knock down the his newest criminal charges. Barnes had his common-law wife call CSIS in Toronto. Angela Jones, a young intelligence officer with CSIS's internal security branch, called Barnes at the jail at 11:55 a.m. on April 24, 1995, the first time since the loss of the documents more than three years earlier that anyone at CSIS had contacted him.

Barnes was prepared to tell Jones the whole story. But when the CSIS officer saw him in jail, she seemed in no mood to deal. She promised to get back to him, but never did. On May 29, 1995, Barnes wrote the solicitor general of Canada, offering the same deal: he would tell all about the CSIS documents. In exchange for special consideration. On Aug. 4, 1995, Barnes received a curt letter from Tom Bradley, CSIS director general. Bradley confirmed that a CSIS representative had been dispatched to meet him and had listened to his demands. "The Service's position was made clear to you at that time," Bradley wrote. "CSIS's position has not changed in the interim and I consider the matter closed." M

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IT'S TIME TO GROW UP

When will this timid nation have the courage to dispense with British royalty?

IN 1957, Elizabeth Windsor landed in Canada for the first time as Queen of England. At the time, Doug Letterman was the senior correspondent for the Southam newspaper chain. In one of his stories, he referred to Her Majesty as someone, considering her lack of education, who might have ended up as a barmaid.

Before the howls of rage from Southam publishers, mainly in Western Canada, had ended, Mr. Letterman found himself unemployed. He did rather well, inventing with Patrick Watson the groundbreaking *This Hour Has Seven Days* (featuring a new face from Montreal by name of Laurier LaPierre, who became the first interviewer on Canadian TV to cry openly). When the nervous government began to apply pressure, the CBC killed the show. Within months, CBS invited Letterman to New York City where he produced a 30-page program proposal, parts of which later appeared in the popular *60 Minutes*. (And LaPierre, to his own great amusement, is now a Liberal Senator.)

Moving right along, Joyce Davidson, a reigning star at the CBC in the 1950s, was asked to New York for a network appearance to inform Americans about the significance of the Queen's 1959 Canadian visit. Davidson calmly (and accurately) said that most Canadians were "indifferent" to the royal tour. CBC officials met her at Toronto airport on her return, rushed her to headquarters with security guards holding off excited reporters, took her upstairs and sacked her.

Moving right along (does this timid country ever move along?), we have the case of brave John Manley who, sandbagged by reporters in Quebec, was asked in French what he thought of the Queen's visit—and astonished the nation by stating, unlike most politicians, that he stuck with his previous, well-pronounced views. He may have thought he was in a foreign country, and forgotten there is such a thing as Canadian Press and cable TV but, what the hey, he was honest.

(These, of course, are the same Quebec reporters who ended the political career of John Crosbie, then the most intelligent MP in the country, by asking him why he couldn't speak French, and Crosbie, in his grand Newfie style, replied that he couldn't speak German or Chinese either and—blatt!—there ended his Tory leadership campaign. He's been more surly than witty ever since.)

The point is, will this underpopulated one party country ever grow up? When it cannot dispense with the face on its currency of someone who lives across a large ocean in a palace? Australia, in its recent referendum, voted narrowly—55 per cent to 45 per cent—to keep, sort of, the monarchy, the vote featuring a wonky non-question, such as the nonsense of "sovereignty association." Sovereignty-association of course being defined as divorce with bed privileges. The prime minister of New Zealand has predicted the end of the "head of state" anachronism in her lifetime. The Anzacs will get to it before this timid land.

Yore scribbler has encountered Her Majesty twice. The first, a long time ago, was at a reception aboard the royal yacht Britannia in Victoria harbour. Two things during a chat were most impressive: shorter than one assumes at five-foot-three; and with that English peaches-and-cream complexion even more attractive than television can show. The second time was at Diana's wedding. Due to luck and lateness at arriving at St. Paul's Cathedral, your agent was squeezed into a press row seat above the altar, scarcely 15 m from herself. Most mothers of the groom would be expected to be radiant and expectant. What struck this observer during that joyous ceremony was how grim and unhappy she appeared. Only years later, as the gory details of that disastrous match became clear, did her unhappy countenance make sense; she probably aware of the bad advice her bullying husband had forced on bumbling Charles in the family's search for the only remaining virgin in the British Isles.

She's a magnificent monarch. And should be given yet another medal for enduring this unimaginative, toff-ridden tour—B.C.'s vainglorious premier Gordon Campbell pushing himself into five appearances with her, the disastrous "Festival of Ontario" fair that forced a 76-year-old woman and an 81-year-old man to trudge for 90 minutes through nothing before 5,000 onlookers deafened by rock music and other noise. And the whole tiresome ritual so bad that the dropping of a puck in Vancouver was considered the highlight. She's a magnificent monarch, but she's not ours.

I ask my monarchist friends one question. Imagine if the head of state of Canada, her face on our currency, lived across a large ocean in France, in a palace in Paris—how would the three quarters of the Canadian population that lives outside Quebec feel? The main problem in this country, as we read it, is to prevent/persuade Quebec from leaving and destroying the most pleasant land on earth. How, I ask them, do they feel in Quebec when we have a "head of state" who no longer—on nervous Ottawa's advice—dares to put her face before the other one-quarter of Canada?

On this visit, as on others, Her Majesty made one quick, dipping-the-toe visit across the bridge to Gatineau which is filled with Ottawa government workers. Ottawa knowing that any visit to Montreal or Quebec City, the centres of francophone life, would be met by embarrassing empty streets and headline demonstrations. She is not a binding force in this timid country. She is a divisive figure. Not her fault.

The Queen should be given a medal for enduring this unimaginative tour. She's a magnificent monarch. But she's not ours.

Allan Fotheringham appears every other issue.
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THE DAMNING OF *WATER*

An Indo-Canadian director recalls how her film got quashed back home

FILMMAKER DEEPA MEHTA divides her career between India, her birthplace, and Canada, where she's lived since 1973. Her taboo-busting Indian trilogy, *Fire* (1996), *Earth* (1998) and the uncompleted *Water*, provoked violent controversy in her homeland. But her latest film, *Bollywood/Hollywood*, is a harmless confection—a romance about an affluent Indian in Toronto who hires an escort to pose as his fiancee for his sister's wedding. It's a musical that plays with the style of India's Bollywood. Next month she starts shooting *The Republic of Love*, based on the Carol Shields novel. **Brian D. Johnson** spoke to Mehta, 52, at her Toronto home.

Where do you draw the line between *Bollywood and Hollywood*?
I don't. In the film what I did was take the very schematic Hollywood plot and impose Bollywood on it. To me they're very similar. Both have commercial plot lines. Boy meets girl, they get separated, they come back together. What Bollywood has, which is different, is that all the films are musicals.

How Canadian is *Bollywood/Hollywood*?
I don't think it could have been made anywhere else. It's a very Canadian film. Identities are blurred, and it reflects on my headspace, where you can choose what you want to be.

Tell me about your background.
I grew up in Delhi. My father was a film distributor, and I grew up with Bollywood movies. I just loved them. I loved the songs and the dances and the melodrama. I came here in 1973 after falling in love with a Canadian in Delhi. I'd done a few short documentaries for the government in India. I didn't think I'd have anything to do with cinema until then. I'd had my fill of Bollywood. I'd done my master's in philosophy, and it wasn't very cool to like Bollywood if you were an intellectual.

Were you involved in politics?
On the periphery. I did my marches and my sit-ins. In the '70s, for freedom of the press.

How controversial were *Fire* and *Earth*?
Fire was the most controversial, because everybody thought it was a lesbian film. But *Earth* was the one that politically really rocked people. *Fire*'s about contemporary women and the freedom to make a choice. *Earth* is about the division of India and Pakistan after the Brits left in 1947, and the riots that happened. *Water* is set in the 1930s and is about the widows of India who are sent to the holy city of Varanasi to spend the rest of their lives in segregation.

What happened with *Water*?
Before you shoot a foreign production in India—and this was a Canadian film—you have to submit the script to the Ministry of Information and Broadcasting to get their OK. They don't allow foreign films to be made if they reflect badly on Indian culture or heritage. I submitted the script of *Water*, and they said it was all right. They ensure that you stick to the script. So we did all that, and two days into the shoot [in February, 2000] we heard rumblings that the film was anti-Hindu. It made no sense, because if it was, why would the Indian government, which is a fundamentalist Hindu government, pass it? Before we knew it, it was like a brush fire. We were shut down.

How did that happen?
Mobs. Sets being thrown into the Ganges. Being surrounded by the army. A man threatening to commit suicide. I appealed to the Indian government and they said, "It's got nothing to do with us. Go back and shoot and it will be OK." We shot for half a day and were shut down again by mobs.

What were they protesting?
They objected to what they felt was an anti-Hindu element, and what was circulating around Varanasi were copies of the script that had nothing to do with the script. They said it was about caste issues, and it had nothing to do with caste issues. I think I was a soft target. They said, "Here she is, she's a woman, she did *Fire* and *Earth*," which were controversial. There's a real resurgence of fundamentalism, and I was used.

Were you ever afraid for your life?
Once. We were in Varanasi, and effigies of me were being burned outside. I was supposed to leave, and we got a phone call that my plane had been delayed. Then my producer phoned the airport and found out it hadn't been delayed, so he hustled me right out of the hotel. Five minutes after I left, cops came to arrest me. I managed to catch the flight.

Do you now feel persecuted in India?
Not persecuted but bitter. For a long time I never felt comfortable in Canada. But *Water* changed my whole perspective. I remember coming back to Toronto from Varanasi and just feeling so relieved. It was so great to do *Bollywood/Hollywood* here, to do any film here, because it had nothing to do with politics. I could direct. I didn't have to go from one meeting to another explaining why I had to make the film.

How did your experience with *Water* change you?
I think I was foolhardy and naive in the beginning. We were shut down in February, 2001, and I was there till April trying to remount it. Everybody had left by then. That was the pivotal experience for me, when you're trying to regain lost ground. With your perceived liberal friends who talk about freedom of speech until they're faced with danger. That's when I realized this wasn't a film. This was reality.



PHOTOGRAPH BY REGINA GARCIA

Did the debacle over *Water* effect your reaction to the events of Sept. 11?
I've seen the ugly face of fundamentalism, so nothing surprises me any more. Also, it put into perspective why it happens, whether it's because of the world economy or American imperialism. There's a reason for the growth of any kind of fundamentalism. It's inequality.

What about the American kind of fundamentalism?
It's Bush imposing American values on everyone else. Isn't that what fundamentalism is all about—my values or none?

Are you still going to try to make *Water*?
I want to finish the trilogy. One of the fundamentalist leaders, who was quite easy to talk to, turned to me and said, "A good general always knows when to retreat and when to come back. You'll know when the right time is."

***Bollywood/Hollywood* is about a wedding—like Mira Nair's hit, *Monsoon Wedding*. Is that a hard act to follow?**
No, because every Indian film is about a wedding! Its success can't hurt. The success of *My Big Fat Greek Wedding* has really helped *Bollywood/Hollywood*.

How will it be received in India?
Who knows how any film will be received? But it's opening in 800 theatres in India, which is a huge release.

I assume it won't be controversial.
If it is, I'll shoot myself.



A WEREWOLF OF OUR OWN

Forget Hollywood horror. We have the loup-garou to fear on Halloween night

IT'S DIFFICULT TO remain steadfastly Canadian amid the torrent of Hollywood movie monsters that invades our theatres and late-night television each Halloween season. This year, Canadian kids will again dress up as various classic creatures, while their parents remain deeply suspicious that no matter what costume they buy, someone at Paramount will be getting a royalty cheque. So let's take a moment to honour our own.

No Canadiana is better for Halloween storytelling than the life and times of Canada's own little-known werewolf, the loup-garou. To fully appreciate this fine and beloved, purely Canadian man-eater, one needs to understand how he fits into the long and distinguished line of bloodthirsty killers, called lycanthropes, who come out with the full moon.

Lycanthrope myths have existed since the dawn of civilization. In 400 BC, a werewolf by the name of Damarchus is said to have won medals at the Olympics. In 77 AD, the Roman scribe Pliny introduced us to the werewolf's habits and lifestyles in his *Natural History*. Even Virgil, Rome's most famous spin doctor, had to admit that Rome's elite had a problem in the lycanthrope department. From the very beginning, Rome and all her tributaries were littered with werewolves.

Their popularity fell dramatically, though, in the years after the fall of Rome, due in part to the Canon Episcopi, the Catholic edict that forbade people from believing in witches and werewolves. It wasn't until the 11th century, when Prince Vseslav, ruler of what is today Belarus, was nicknamed "the magician" for his apparent ability to transform himself into animals, that European reports of lycanthropes started flooding in.

The 1521 trial of two French peasants suspected of being werewolves received wide notoriety. As with the witch trials, the sentence was death by burning, and more than 30,000 werewolves met their fate next to the witches. Rumour has it that some of these werewolves were in fact religious dissenters, but the official reports maintain there was an outbreak of lycanthropy among the radical thinkers.

European werewolves showed a distinct taste for Bourgeois French and Hochdeutsch German cuisines, with virtually no attacks reported outside those two countries. Coincidentally, perhaps, highway robbers wearing wolfskins often accosted the aristocracy in those places. By the late 1700s, government-funded werewolf hunters were hard at work in France and Germany, catching, charging and executing anyone whose habits or lifestyle might hint of lycanthropy.

With a European crusade against them, werewolves appear to have welcomed the opening of the New World, settling in with the other French immigrants in the shantytowns and logging camps along the St. Lawrence River. It didn't take long before tales were told of a new menace that hid in the darkness. The first of these Canadian legends of the werewolf (or loup-garou in French) dates back to this era.



ILLUSTRATION BY P. J. LASSELL

The classic loup-garou tale is told of a miller named Joachim Crête who lived on the Gatineau River. Against the warnings of his neighbours, Crête took in and helped a weary French immigrant named Hubert Sauvageau. The two men hit it off, carousing and drinking together at all hours of the night. Almost immediately, sheep and cattle were found ripped apart in the small settlement. Rumours of the loup-garou abounded, but Crête paid no heed to the superstition. Even when a child fell victim to the creature's attacks, he refused to consider his ward a suspect.

The miller's behaviour got worse with Sauvageau's influence. Crête had long ago forsaken the church when, on Christmas Eve, he heard a noise coming from outside the house. The rest of the town was at midnight Mass, so he knew it wasn't one of the villagers. The two men went to investigate, but being more than a little drunk they didn't find anything. When Crête finally made his way back to the kitchen he sobered up enough to realize that Sauvageau was not with him. He was about to go outside to look when he heard a growling from the stairs. He turned and saw the loup-garou ready to leap on him, red eyes flashing in the darkness. The story goes that Crête battled with the beast, eventually hitting it with a scythe and cutting its ear off. The beast fled, never to return.

The next morning when Crête awoke, he found Sauvageau washing up in the bathroom. Before he could tell the man of the loup-garou, he noticed that Sauvageau was missing an ear.

Tales like these have been told around campfires in Canada since before we were a nation. They're the stories that Champlain and Cartier might have shared while portaging through the hinterlands. In 1990, Canada Post recognized the loup-garou for its contribution to our folklore with a limited edition 39-cent stamp. The creature is one of our secret treasures. While Hollywood can produce hundreds of latex masks and thin plotlines, we have our own darkness stalking the cold northern woods. So if you hear a noise in your backyard in dead of night, you might want to check the moon before investigating.

William Hopper of Kingston, Ont., is the author of *The Heathen's Guide to World Religions*. To comment: overtoyou@macleans.ca

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THE MAIL-ORDER BRIDE BUSINESS

First comes marriage, reports **SUSAN McCLELLAND.** Then—maybe—comes love.

IT IS 9 A.M. and Jan looks just like any well coiffed Torontonian as she stands outside the downtown Starbucks cafe Her shiny dark hair is cut in a trendy shoulder length style, and she wears a luxurious black leather jacket and simple yet expensive gold and garnet jewellery Even though the petite 29-year-old was at a nightclub until 2 a m., her cheeks are rosy, and expertly applied makeup hides any signs of fatigue But while Jan blends in with the upscale crowd, her story is no doubt vastly different from those of the people around her Jan is a Filipina mail order bride Her husband, who is twice her age, brought her to Canada three years ago after seeing her photo in a catalogue and writing to her for more than a year (she requested that he not be identified and her last name not be used) "I could have chosen romantic love—before I was married I dated someone for seven years whom I loved dearly," Jan explains "But he wasn't decent and he left me for someone else That's when I decided to look for other qualities in a man Love grows," she adds "Manners don't."

Jan, one of the thousands of Filipinas who wed a Canadian 'pen pal,' says life is good

Jan says her life is good in Canada She and her husband live in a Sudbury, Ont., apartment, in a building he owns, and she travels to Toronto every now and then to party with Filipina friends She makes good money as a secretary in her husband's alarm system company, and attends school part-time to upgrade her high school credits so she will be able to study dental hygiene at college She keeps all her earnings, saving some, spending on clothes and jewellery, sending money home to her mother Her husband makes her pancake breakfasts on the weekends and takes her to fancy restaurants when neither feels like cooking She and her husband don't plan on having children—he has three boys aged 30 to 36 from a previous marriage "Like any couple, we have some differences, but our interests and personalities are very compatible," Jan says, "He wanted someone to look after him when he retired I was looking for a better life We both got what we wanted and we've become great friends."

Mail order brides of one form or another have been coming to North America for more than 200 years Currently, some 100 companies specializing in the business operate worldwide, advertising as many as 150,000 potential spouses a year on the Internet or in the pages of monthly catalogues. The grooms are from Western Europe, North America and Australia. The women are almost always Eastern European, Asian or South American The process generally involves men choosing a number of women from photographs and brief bios that include age, height and weight Prospective husbands pay fees for addresses; they then exchange a series of letters—the process is known as "pen-palling" in the Philippines—before actually visiting the women and proposing marriage to the one they like best.

Although the numbers of Russian and Ukrainian women are quickly rising, Filipinas outnumber prospective mail-order brides from any other country The Philippines is predominantly Roman Catholic, stemming from the more than 300 years the South Pacific country was under Spanish rule Because of the influence of the Church and an emphasis on traditional family values, Filipinas are stereotyped as doting and faithful wives and mothers It is estimated that several thousand Filipina brides now live in Canada, while more than 5,000 arrive in North America every year For many, becoming a mail-order bride is an escape from poverty. The grooms, on the other hand, are generally white, politically conservative and economically and professionally successful They tend to enter these marriages because of the perception mail-order brides make undemanding partners As a study by the U.S. Immigration and Naturalization Service concludes "The foreign woman is happy to be the homemaker and asks for nothing more than husband, home and family"

There is a time when Mildred would clearly have fit that description In the Philippines, her future was grim. She suffered from a serious heart condition, which not only shortened her life expectancy, it made her ineligible as marriage material But she wasn't content with her fate, and began exchanging letters with Maurice, a lumber jack from Prince George, B.C. They eventually married and after Mildred, now 45, came to Canada, she had open heart surgery (doctors expect her to live a long and healthy life) She says, in her experience, women in the Philippines quietly obeyed their spouses, but she and her husband, with whom she has two children, aged 11 and nine, discuss things "It's different here," she says "With Maurice my opinion matters" As well, she has taken workshops to further improve communication with her husband. "I have learned," she says "that it's OK to disagree."

But while success stories like Jan's and Mildred's are common, tales of terror are prevalent as well "The women are vulnerable to abuse—economic, emotional and physical," says Cecilia Diocson, founding chair of the B.C. Philippine Women Centre in Vancouver She adds "Horror stories of deaths and rapes are told in every Philippine town Families are really scared for their daughters, but they are so poor that in many cases the daughter is the only hope for the family."

Jan admits that the lure of earning dollars partly prompted her to become a mail-order bride She lived in Dipolog, a city on the island of Mindanao, where she worked as a secretary, earning 6,000 pesos a month (about $200) As her relationship with her boyfriend unravelled, and she realized that no matter how hard she worked she would never get ahead financially, Jan decided to post her picture on a mail-order bride Internet site that a friend had told her about. Jan corresponded with several men, including the man in Sudbury. After a year of writing, he travelled to the Philippines to meet her and nine other prospective brides "I was the last woman he was meeting so I wasn't hopeful," Jan says. But on the second night, he announced he wanted to marry her. She eventually agreed to be his bride—with the proviso he help her find a job "In the Philippines, it is expected that you support your family," she explains He agreed and Jan now sends home more each month than she once earned

'He was looking for someone to look after him when he retired. I was looking for a better life. We both got what we wanted.'

IN THE EARLY 1970S, the Philippine government began to look for new ways to expand the country's economy beyond traditional industries such as rice and sugar cane farming. At that time, Middle Eastern countries in particular were experiencing manpower shortages. The Philippine government embarked on a labour export program, encouraging Filipinos to go to the region to fill the jobs Almost immediately, the economic status of many Filipino families rose sharply, with new roofs, appliances and renovated homes paid for by money sent home by relatives living abroad Today, people are among the Philippines' most profitable exports, with annual remittances in the billions

In the last decade, the Philippines has been recognized as the world's top exporter of women Gabriela Network, an international non profit organization aimed at ending the trafficking of women, estimates that in 1997 alone, as many as 370,000 women left the Philippines for employment elsewhere While the majority went to work as domestic helpers, the group reports that a large number also left as mail-order brides Although the practice has existed in the Philippines since the 1950s, it was following the Vietnam War that it became a business, says Filipina novelist and Gabriela co-founder Ninotchka Rosca

During the war, she explains, as many as 10,000 GIs visited the country every day, and some ended up marrying the women they met "When the couple returned to the United States, some of the soldier's buddies liked what they saw and began entering into arranged marriages with the

PHOTOGRAPH BY ROSE KALLAL

wife's friends and family left behind," Rosca says. But recruiting mail order brides soon became a business as companies specializing in matching prospective husbands and wives set up shop.

Publicly, the Philippine government condemns the practice. But while there's a law on the books prohibiting mail-order-bride companies from advertising in the country, critics say there is little enforcement (among other things, the offending companies are not located in the Philippines, so prosecution is impossible). Rosca adds it's difficult to get families to talk about their daughters who have moved abroad and married. "They cross their fingers," she says, "and pray that their daughters will be safe."

Some are not. Sheila (not her real name), 28, moved to Vancouver from the Philippines in 1998 to live with her aunt, a mail order bride, who had found her a job as a nanny in the home of her spouse's relative. But within days of her arrival, her aunt's husband made sexual advances toward Sheila. One night, he barged drunkenly into her room and tried to rape her. Sheila, who managed to escape his advances, tried the next day to talk with her aunt about her husband. "My aunt didn't want to listen—she kept saying to me that because of him I had a job," explains Sheila. "I was shocked that my aunt could live with this man."

The B.C. women's centre has documented similar accounts of exploitation. Take the case of one couple, Tom and Nika (not their real names). In his letters, Tom told Nika that he could offer her a happy marriage and a comfortable middle-class North American lifestyle. When Tom travelled to the Philippines to meet Nika, she found him polite and charming. But after their wedding, and her move to B.C., Nika learned that Tom had lied about owning a taxi business (she later came to suspect that her husband's income was derived from illegal activities). She also learned she wasn't Tom's second wife, as she had been led to believe, but his fifth.

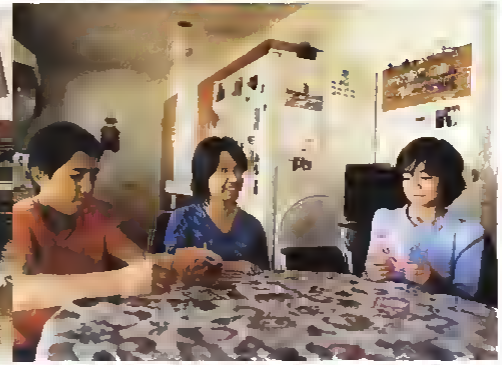
Within the home, she faced emotional and physical abuse. Tom controlled every aspect of her life and would become irate over the smallest things—he once beat her with a telephone because she had put fish into a cupboard instead of the fridge. Nika eventually ended up in a women's shelter. "The mail order bride is just another manifestation of the sex trade," Dioeson concludes. "There are lots of women who say they are happy in these marriages, but it is still nothing more than the buying and selling of women."





Bascel says she had never heard the term 'mail order bride.' Then, after marrying Linden and moving to Quesnel, she experienced culture shock—but has since adjusted.





Mildred, who has two children with her husband, Maunce, says married life is different in Canada from what she saw in the Philippines. 'With Maurice,' she says, 'my opinion matters.'

LINDEN ALWAYS WANTED to settle down. But for the longest time, the quiet logger from Quesnel in northern B.C. couldn't find a wife. "When I work, I can go days without even seeing a woman," says Linden, 51, who asked that only his first name be used. "When I did, I was shy." In 1985, Linden saw an advertisement in the *Vancouver Sun* for a mail order bride company. "Some people might think it a bit unusual to find a wife this way," says Linden. "But for me, letter writing was a good way to express myself. I could say things I was too shy to say in person."

Linden started corresponding with a woman in the Philippine village of Guihulngan. But she decided to marry a local man, and passed along Linden's name and address. Bascel, then 24, says she had never heard the phrase, "mail-order bride," so she didn't know what to think. But, she adds, "in one week Linden wrote me seven letters and sent me $100 for clothing and stamps." After seven months of letter-writing, Linden visited Bascel. "I was really worried about meeting him," Bascel says. "My family were poor sugar cane farmers and we lived in a one-room hut made of mud and straw. I was embarrassed, but when I told him my concerns, he said it wasn't the house he was coming for. It was me."

In Canada, there was culture shock. "I looked around at all the people with light hair and light eyes and long noses, and I thought, why would he want me when the women here are so beautiful?" says Bascel, who is four-foot eight to her husband's six foot one. But she slowly adjusted. Today, Linden and Bascel have two daughters aged 15 and 11. While the children are Canadian, Bascel feels it's important they also learn about Philippine culture, she has taught them her dialect, and at home often cooks traditional Philippine meals. The couple has settled into a familiar routine. Her husband leaves early for work, and everyday Bascel gets up before him, at 4 a.m., to make his breakfast and lunch. "That's love," she says.

ONE OF BASCEL'S CLOSE FRIENDS in Quesnel is Joy, who moved to the area in 1995, also as a mail-order bride. Joy, like Bascel, comes from a small Philippine village. A cousin of hers, who was a mail order bride living in Germany, had, without Joy's knowledge, posted a picture of her in a mail-order bride catalogue published in Hawaii. Joy is different from most brides in that she comes from what is, by Philippine standards, a middle-class background. Joy holds a bachelor's degree in science and agriculture and had a successful job rehabilitating coastline for the Philippine government. But she wanted to get married and at the age of 27 and still single, decided to write to a few of the men who had sent her letters after her aunt's posting. "I thought, why not?" she explains. "Let's just try this. I had nothing to lose."

Of the 30 men who wrote Joy, Bill was the only Canadian—and the only one she felt close to. "He liked gardening and music, things I liked," she says. "But my mother was uncomfortable with me writing Bill. She said I didn't know him." Against her mother's wishes, Joy and Bill continued to write for about three years and eventually decided to marry, planning their Philippine wedding through the mail. Bill, who wasn't Catholic, was baptized beforehand so Joy could have a church ceremony. The couple met face to face for the first time only a few days before their nuptials.

Joy, who asked that only their first names be used, and Bill now have two children aged six and four. She works on the small farm she and her husband own, looking after turkeys, chickens and pigs and tending a vegetable garden. She sells the produce to her friends. About once a month, Joy, Bascel and several of the other mail order brides who now live in Quesnel—since Bascel's arrival, their numbers have grown dramatically—get together to play bingo and eat traditional Philippine food, which includes pigs' intestines. "My husband says I can go as long as he doesn't have to eat the food," Joy says, laughing. But then she turns serious. "It's been hard living in Canada," she says. "In the Philippines you know everyone in your community. In Canada, you don't even know your neighbour, and people don't say hi. But I've heard of women whose situations are much worse." She taps her manicured fingers on the tabletop and takes a sip of her *caffe latte*. "Sometimes you get lucky," Joy says. "And sometimes you don't." M

PHOTOGRAPHS BY STELLA WE NERT



FROM JAPAN, TO MEET A NEW HUSBAND

'Picture brides' came to Canada to build a life with men they had never met

IN 1942, Canadian authorities rounded up more than 20,000 people of Japanese descent, took away their homes and businesses, and carted them off mostly to detention camps or Prune farms. Their tragic saga has gained a foothold in the country's consciousness—in large part due to the official apology then-Prime Minister Brian Mulroney issued in 1988. Less familiar is the story of how many of those wartime internees arrived on Canada's shores. Theirs was not the typical journey of the 20th-century immigrant.

Take Asayo Murakami. In 1924, the 26-year-old stepped off an ocean liner in Vancouver with only a few personal possessions, including a violin she had learned to play as a child and some treasured photographs—two of which she would keep hidden from family and friends for the next 75 years. Another picture was of the man she had recently married in a Japanese civil ceremony, although the bride and groom had yet to meet. Her husband, a Japanese fisherman living in British Columbia, stood on the docks anticipating her arrival. "As soon as I saw his face," recalls Murakami in a recent documentary, *Obaachan's Garden*, directed by her granddaughter, Vancouver filmmaker Linda Ohama, "I knew he was not my type. I didn't like him at all—he was very short, so small." Murakami immediately broke her marriage contract, but chose to stay in Canada. She spent the next three years picking strawberries and working in a cannery to repay the $250 crossing fare to the man she jilted.

The brides made the journey to escape life as spinsters or out of a sense of adventure

Murakami is one of more than 6,000 Japanese women who arrived on Canadian shores between 1908 and 1924 as "picture brides," but only a handful of their stories has survived. What they have in common is the desire of Japanese men already living in Canada for Japanese wives. After exchanging photos in the mail, the couples married in Japan. But the nuptials, says Midge Ayukawa, who researched picture brides as part of her Ph.D. in history, were generally carried out in absentia. The husband's family would register the marriage in village records and, in some cases, perform a simple ceremony with his picture standing in for the real thing.

The exchanged snapshots, however, could not always be trusted. Some "were 10 years old, or the man posed in such a way that it looked as if the Hotel Vancouver was his home," says Ayukawa, whose mother emigrated to Canada in 1922 as a picture bride. "A woman in Japan would look at it and say, 'OK, if he owns that big house, and he's got this suit, he looks pretty good.'" Once in Canada, however, the women—many of whom led comfortable lives in Japan and were relatively well-educated—usually found themselves working 12-hour days alongside their husbands on farms or in canneries, and maintaining a full workload of domestic duties at home. Others went to remote logging and fishing camps to cook and clean.

The picture brides had their own reasons to emigrate—from escaping life as a spinster to a yearning for adventure. Becoming a picture bride was a rational means to achieve their goals because single Japanese immigrants were limited to 400 annually following the so-called Gentleman's Agreement of 1908 between Canada and Japan.

Another picture bride who struck out on her own was 19-year-old Kiyoko Tanaka-Goto, who crossed the Pacific in 1916 looking for more than a husband. She was also searching for her father who years earlier had abandoned her and her mother in Japan. Although Tanaka-Goto never found him, she achieved a degree of independence—and notoriety—unusual for any woman of that era. Tanaka-Goto lived with her new husband until 1918, cleaning chicken coops and laundry. Somehow, she managed to save $2,000 which she invested, with three other women, in a bawdy house. "She was extraordinary," says Ayukawa.

As well as defying gender expectations, Tanaka-Goto resisted when authorities came to remove her in 1942 following the Japanese attack on Pearl Harbor. As a result, she went to prison for a few months before ending up at a detention camp. After the war, although Japanese were prohibited from returning to the West Coast until April, 1949, Tanaka-Goto made her way back in 1946 by pretending to be Chinese. At the end of her life, she had attained a somewhat mythic, if not heroic, stature in Vancouver's Japanese community. "She used to walk down the street," says Ayukawa, "still looking like a pickup—cheeks painted bright, bright pink and hair dyed black, wearing slinky clothes."

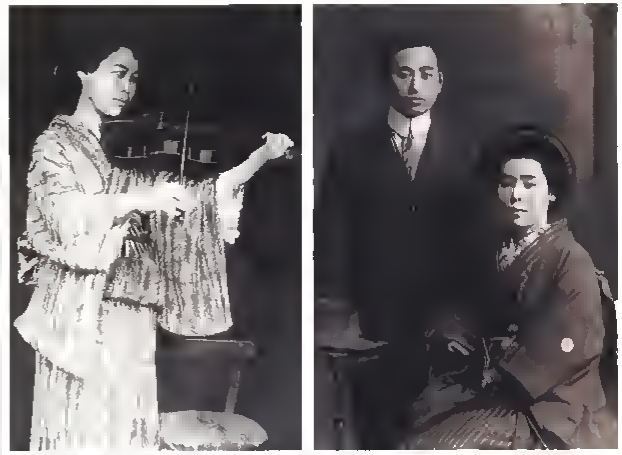
Fellow picture bride Murakami, who soon remarried and raised 10 children, had her own, highly personal reasons for emigrating—reasons that had much to do with those two snapshots she kept hidden from her family. When Murakami failed to show up for her 100th birthday party nearly five years ago, her filmmaker granddaughter began to suspect there was more to the old woman than met the eye. In a series of interviews captured in her Genie-nominated documentary—*Obaachan's Garden* embarks on a 15-city Japanese tour that opens at the Canadian embassy in Tokyo on Nov. 7—Ohama eventually unlocked her grandmother's secret in coming to Canada, Murakami, as a result of a family squabble, had been forced to leave behind two little girls.

In time, Murakami produced the photos of her two children, Ohama's aunts. "They were always in my heart," Murakami says in the film of Fumiko and Chicko, who were six and four when their mother left. "So many dreams of their cute faces." And clapping her hands, seemingly for closure, she says to the camera, "That's enough, that's enough."

One picture bride managed to save $2,000 from cleaning chicken coops and laundry—and invested it in a bawdy house

Ohama discovered that Chicko is still living—Fumiko died in 1996—and orchestrated a touching reunion to take place in the garden of Murakami's former home in Steveston, B.C. Recalls Ohama: "It was like watching an 80-year-old woman gradually transform into a baby, and my grandmother, at 101, give birth again." Now, 104 and living in a Calgary nursing home, Murakami communicates with her daughter in Japan every week. "The years are just falling off her," says Ohama, "because she feels lighter, more content."

Murakami may be Canada's only living picture bride, says Ayukawa, whose own mother died last July at 100. Like Ohama's family, Ayukawa spent much of her life in the dark about her mother's background. Not only did her mother never volunteer information, "people of my generation," she says, "avoided asking questions"—an attitude the historian attributes in part to the racism Japanese-Canadians encountered here. Referring to the "shame of being Japanese," Ayukawa explains, "I had rejected everything about my heritage after the war." How many other stories, she wonders, remain hidden because the pain of probing into the past is too great to bear?



Murakami arrived with little more than her violin. Ayukawa's picture bride mother and father

TAMIO WAKAYAMA COLLECTION COURTESY OF MIDGE AYUKAWA

COURTESY OF LINDA OHAMA (LEFT). COURTESY OF MIDGE AYUKAWA

STILL WHEELING AND DEALING

The sport's image needed a shine. But, **JAMES DEACON** reports, it didn't get it.

THERE WAS something comforting about the pairs skating scandal at last February's Winter Games in Salt Lake City. After a flawless free skate, Jamie Sale and David Pelletier appeared to have been robbed of victory, and a French judge later confirmed there'd been some vote-rigging hanky-panky that put Russia's Elena Berezhnaya and Anton Sikharulidze atop the podium. We revelled in our outrage and indignation until the International Skating Union finally agreed to amend the results and give Sale and Pelletier the gold medals they deserved. We were, everyone except a few Russians agreed, the good guys.

And that's the way we've always liked it. Naively perhaps, Skate Canada for years aspired to be an honest broker in a sometimes dirty sport. Our judges were encouraged to remain aloof from other countries' officials, to avoid even the hint of impropriety; and they were told to vote for the best performance, regardless of nationality. The vast majority of judges still take that approach, but institutionally, the halo has slipped. There are people in the Canadian skating community who strongly argue that if other countries' judges support their skaters regardless of performance, then our officials ought to as well. While there have been no allegations of vote-swapping deals like the one exposed in Salt Lake City, judges say they've been urged to at least "get in the game," as one put it.

And the man who presided over Skate Canada during this transitional period, former director general David Dore, has just been elected vice president of the ISU, making him the most powerful person in international figure skating. Even his harshest critics say he's well-qualified for the new position. Dore, 62, earned widespread respect as a capable administrator in his 17 years atop the national governing body, and he'll need all of that talent to run figure skating for the Lausanne-based union that presides over speed skating and short-track speed skating as well. But some experienced Canadian officials argue Dore used questionable tactics, including deals with other countries for their support, to achieve his ambitions. And they claim some old Dore loyalists got burned along the way. He refuses to refute his accusers, saying he doesn't want "to denigrate those people." He adds: "For whatever reasons, changes happen. There was an election, I won, and I've moved on."



Thanks to Skate Canada, a nemesis will be in charge for Bourne and Kraatz's last season

It's a long and complicated story, and it began to unfold publicly in Salt Lake City. Ordinarily, Dore would have been the one to defend Sale and Pelletier, but he had resigned as head of Skate Canada just before the Games. That left the public duties in Utah to the woman he helped become the organization's volunteer president, Marilyn Chidlow. It was a tough situation for someone with little media experience—there was intense press coverage of the controversy. But Chidlow did herself no favours. At press conferences, she contradicted the efforts of Canadian officials, including chef de mission Sally Rehorick, who were loudly calling for an independent inquiry into corrupt judging and the ISU. Astoundingly, Chidlow told reporters that no outside investigation into judging was necessary and that she endorsed the ISU's ability to clean its own house—all evidence to the contrary.

She continued to confound at the ISU

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Congress in Kyoto, Japan, last June. During elections for senior posts within the skating organization, Chidlow openly voted for Russia's Alexander Gorshkov to head the ice dance technical committee, and not for Ann Shaw, a Canadian candidate with sparkling credentials. Witnesses claim there were audible gasps in the meeting room—Gorshkov is a judge who for years helped keep Canada's Shae Lynn Bourne and Victor Kraatz off the podium at major events.

Which brings us back to Dore. His resignation from a paid position with Skate Canada last January seemed odd right before an Olympics, but it ensured he'd be reinstated as an "amateur" by the time the ISU Congress began in June. That enabled him to run for ISU council in Kyoto, and later, as a last-minute candidate for vice-president. To back Dore, Skate Canada unceremoniously dropped its support for its original nominee, Joyce Hisey, a highly respected ISU official. And when Dore was elected vice president, Hisey was dumped from the ballot for Council altogether because no country can have two members.

Was Chidlow acting on Dore's instructions all along in a trade-off to get the ISU's and Russia's support? Hisey's convinced of it. "It's very sad," she says. "I think David could have been elected on his own merits, but now we'll never know." And Sally Stapleford, a prominent British judge and long-time friend of Dore's, says she was stunned by Chidlow's vote for Gorshkov. "All I can say is it appears there was a political reason to do it," Stapleford says. "It's just not something a country's federation ever does."

The Dore election puts a Canadian at the top of the ISU heap, but at what cost? Imagine how Bourne and Kraatz must feel as they prepare for a new season—their last in the amateur ranks—knowing that Gorshkov now controls ice dance and holds that office in part because Canada supported him. Imagine Shaw's humiliation and sense of betrayal at being publicly rejected by her own federation.

And Hisey? Being so callously dumped as Skate Canada's nominee for council was an affront after decades of service to both the ISU and the national federation, and it hurt. "What offends me," she says, "is that no one even bothered to call me and let me know what was going on." It didn't have to be that way. "David's been a friend for 40 years—babies, birthdays, all of it," she says a little sadly, adding: "I would have happily stepped aside if they'd asked, because David would have been the logical candidate for Canada."

Given the very public pummelling it took at the Olympics, figure skating needed to spend the off-season polishing its image. Instead, a few wrists were slapped—Marie-Reine Le Gougne has been suspended through the 2006 Olympics, as has French skating federation head Didier Gailhaguet, who allegedly arranged the Olympic pairs deal so that Russia's judge would support the French in ice dance. But Gailhaguet has since been reaffirmed as head of his federation, and he flouted his suspension by turning up at an ISU event in Nice. As well, the ISU sent letters of reprimand to each of the judges and referees who came forward in Salt Lake City to report the wrong-doing. But no Russian officials were ever investigated or punished for their role in the deal, although a Russian mobster has been arrested in Italy and charged with bankrolling the Olympic vote swap.

The ISU has developed a promising new judging system that, when the kinks are ironed out, could eliminate most of the bloc voting that has plagued the sport. But under the format, judges' marks will be anonymous—a step backward given the sport's problem with accountability. And individual nations will still appoint the judges who can be selected for ISU panels. That spells trouble. "Judges need to be removed totally from any kind of association with their countries," says Rehorick, a veteran judge herself.

The ISU saved its worst treatment for Stapleford, the ISU technical committee chairwoman to whom Le Gougne confessed. Stapleford immediately relayed the information to ISU president Ottavio Cinquanta and, eventually, to inquiring reporters who were hotly pursuing the story that was then engulfing the Games. Her reward for coming forward? Months later, at the meetings in Kyoto and away from the media, Cinquanta berated Stapleford for not fully supporting his judging reform initiatives. She was then voted out of her senior ISU position and stripped of her 2002-03 refereeing assignments. "We tried to bring honesty and integrity to the sport," she said in defence of the majority of judges. "But I'm not a politician—I said what's on my mind."

Cinquanta claims he's determined to shake up skating's highest ranks, and make the sport more accountable. But the treatment of Stapleford is the same shoot-the-messenger approach that the ISU took in disciplining Canadian judge Jean Senft, who in 1998 uncovered evidence of bloc voting in the ice-dance event in Nagano. For her efforts, Senft was suspended for six months because, as Cinquanta explained, her "attitude on the occasion of an event was not in line with the conduct of an international judge." If that's Cinquanta's idea of cleaning up figure skating, then the sport is in even more trouble than most people think. M

There have been no allegations of vote-swapping deals, but Canadian judges have been urged to at least 'get in the game'





In Salt Lake City, while Rehorick (far right) was busy supporting Salé and Pelletier, Skate Canada's Chidlow was supporting the ISU

PHOTOS: MIKE RIDEWOOD/CP ARCHIVE/COA

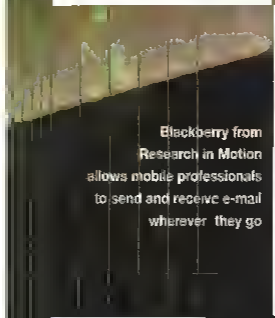
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Sony Ericsson T68i combines a wireless phone with a digital camera

The Walls Come Tumbling Down

We spend our lives swimming in a sea of bits – not just when we're sitting in front of our computers, but when we're at school, traveling and relaxing at home. Those bits keep us connected with the people we care about and the information we need.

As we move from office to meeting room, from work to home, from family room to kitchen, from classroom to library, we stay connected. New digital devices and networks are collapsing the boundaries between school, work and home.

At colleges and universities across Canada, students can use wireless-equipped notebook computers right across the campus. Businesspeople can do the same in office buildings with wireless computer networks. When students come home for the weekend, they can connect automatically to a home wireless network to get access to the Net. Office workers can open their notebook PCs at home and automatically connect to a home wireless network.

Getting Unplugged

There are many ways to stay connected when you're on the go

Wireless communications is about to take its fourth great leap forward, says Mark Lowenstein, managing director of Mobile Ecosystem, a wireless consulting company in Wellesley, Mass. According to Lowenstein, the previous three wireless watersheds were the evolution from car to portable phones about 1990, the transition from analog to digital wireless in the mid-1990s and the introduction of simplified rate plans in late 1990s.

The fourth is the rollout of new 2.5G networks by North American wireless carriers. These networks are as comfortable with data as they are with voice. Data speeds are much higher than on older wireless networks. "An always-on ecosystem," as Lowenstein calls it, is a big deal because users don't have to endure a lengthy log-on process. When they need information on the go they can get it almost instantly.

In Canada, Rogers AT&T Wireless, Bell Mobility, Telus Mobility and Microcell have all deployed next-generation wireless networks. All four carriers are offering PC cards that enable notebook and hand-held computers to communicate wirelessly. Users can browse the Web, get e-mail and even download attachments. The cards also add voice communications capability to hand-held computers. Alternatively, users can connect a notebook or hand-held computer to a 2.5G wireless phone and use the phone as a modem.

With the introduction of new networks, we'll see all kinds of devices that are part phone/part computer. Rogers AT&T Wireless is already offering Trēo Communicators from Handspring Inc. These devices combine a Palm Pilot-style organizer, thumb-operated keyboard and mobile phone. You can use them to send short text messages, get e-mail, browse the Web or access information in corporate databases.

The Audiovox Thera Pocket PC, available from Bell Mobility, includes wireless communications circuitry for that company's 2.5G network.

Early next year, Sony Ericsson will introduce the P800 which combines a phone, hand-held organizer and digital camera in one device. Nokia's 9290 Communicator combines a keyboard for entering messages, an organizer and a phone with built-in speaker. You can use the unit for e-mail, Web-browsing, managing appointments and editing documents and spreadsheets.

This trickle of hybrid devices will become a flood, Lowenstein predicts. "We'll see more innovation in devices in the next two years then we've seen in the past five." With these new networks, "hand-held devices become much more than an extension of your desktop," he says. "They become knowledge devices."

"With new always-on wireless networks, hand-held devices become much more than an extension of your desktop. They become knowledge devices."

Mark Henderson, president and CEO of Ericsson Canada Inc., says the applications for mobile data are endless. Healthcare providers can use wireless to send reminders to patients when it's time to take their medicine or renew a prescription. And mobile data will be huge in the youth market. The new Sony Ericsson T68i phone has a colour screen, and can be used to send multimedia messages that contain graphics as well as text. Because it works on always-on 2.5G networks, users can run chat sessions in real time, rather than sending discrete messages. "That's what's going to drive the youth market."

Wireless capability will find its way into all kinds of products, Henderson predicts, particularly youth-oriented ones. "There will be a phone in every Walkman and a Walkmen in every phone."

Every Picture Tells a Story

People want to share more than just words

Are photographers moving away from film and embracing digital technology? According to the Canadian Imaging Trade Association (CITA), digital camera sales grew from 234,000 to 431,000 units last year, representing 26 per cent of all cameras sold. CITA predicts that digital camera shipments will grow a further 130 per cent in 2002, and that this rate of growth will continue for several more years.

"Instead of buying a 35-mm point-and-shoot camera, people





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are looking for a digital point-and-shoot," says Neil Stephenson, technical marketing manager for the consumer imaging group at Canon Canada Inc. "It's not just tech-savvy people who are going for digital. Grandma's next camera could be digital."

"The attraction of digital photography is convenience and almost instantaneous results," says John McCarter, general manager, advertising and corporate communications for Sony of Canada Ltd. Like other digital camera manufacturers, Sony is introducing models with image sensors that have more than four million individual light-sensitive dots. These four-megapixel cameras can produce great eight-by-10-inch prints.

Not only are the cameras improving, so are the printers. Canon, Epson and Hewlett-Packard all have photo printers that use six or seven separate colours to print photos; conventional ink-jet printers use four different colours. "The supplementary colours provide better gradation of tones and colours," explains Don Cameron, marketing communications manager for Epson Canada Ltd. "This means that you get a very natural view, with continuous tones across the entire image." In other words, you get output from your photo ink-jet printer that looks like it came from a photo store.

If you use the right paper, prints made on ink-jet photo printers will last at least as long as conventional photos. Hewlett-Packard says prints made on its new PhotoSmart 7550 printer using HP Premium Plus Photo paper will last up to 73 years. Epson has printers that use special archival inks, resulting in pictures that last for 80 years. Canon says prints made on its photo printers with Canon Photo Paper Pro will last 25 years.

While digital cameras are easy to figure out, digital shutterbugs have faced challenges when it's time to get hard-copy output. Typically, you had to connect the camera to a computer, transfer images, open image files with an image-editing program, crop your pictures for the size of paper you're using, load photo paper into your printer, set your printer for photo paper, and then (finally) print. As Stephenson says, "the learning curve in digital photography begins at home. With film, people have never had to worry about output."

However, printer manufacturers are lessening the learning curve. Canon offers Direct Print on its latest PowerShot digital cameras. Hook one of these cameras up to a Canon Direct Photo printer and you can print without your PC. You choose print size and layout on the camera's LCD viewfinder, then print. Canon, Epson and HP all have photo printers with memory-card slots that print without a computer. You insert your camera's memory card, preview images on the printer's LCD screen and choose the pictures you want to print.

Canon, Epson and HP both offer four-by-six-inch photo paper for photo-store-style borderless prints. Epson's photo printers also take rolls of four- or eight-inch-wide photo paper, for borderless four-by-six and eight-by-10-inch prints. You can leave the roll in and make as many prints as you like. Epson's latest printers will automatically cut the pictures as they're printed.

"It's not just tech-savvy people who are going for digital. Grandma's next camera could be digital."

Most people have shoeboxes full of pictures and new scanners are making it easy to turn these images into digital photos for printing or e-mailing. Hewlett-Packard's new ScanJet 5500 has an automatic photo-feeder and a lighted 35-mm adapter for scanning slides and negatives.

A photo printer and scanner can take up a lot of desktop space, which is why all-in-one devices combine printing, scanning, faxing and copying functions. HP's new PSC 2210 all-in-one has optional six-colour photo printing, borderless four-by-six-inch photo printing, and direct printing from digital camera memory cards. When you insert a memory card, the device will print a proof sheet of all the images on the card. You can check the images you want printed, put the proof sheet on the scanner bed and the device will print the pictures you've selected.

Sales of all-in-one devices are booming, says Ralph McNeil, vice-president, marketing, of the consumer imaging and printing group at Hewlett-Packard (Canada) Ltd. "All-in-ones have become mainstream devices. Now that they integrate leading-edge technologies, they're what people aspire to have in their homes." ■


Hewlett-Packard Digital Camera and Photo Printer


Epson's Stylus Photo 825 printer lets you print pictures direct from digital camera memory cards


Canon Digital Camera and Photo Printer



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TARGETING THE TSETSE FLY

A Canadian promotes a strategy to eradicate the carrier of sleeping sickness

THE TREK to see Talib Ali's goat takes nine perspiring strangers along a dirt path that parts the lush, steaming bush on the edge of Zanzibar's Jozani Forest Reserve. Perched demurely on a throne of bound poles, shaded by coconut palms and mango trees, a butter-coloured Irish dairy goat holds court. Six years ago, Ali would not have dreamed of owning such an exotic animal—it would have been assured of an untimely death in this fertile, steamy island on Tanzania's Indian Ocean coast. But leading the delegation of strangers is the man who made Ali's goat ownership possible: a bespectacled, Vienna-based Canadian entomologist named Arnold Dyck.

From 1994 to 1997, Dyck oversaw a bug control program that successfully rid Zanzibar of a yellow-bellied foe known as the tsetse fly—an insect that's the bane of humans and livestock. Now Dyck, the scion of Saskatchewan Mennonites, is promoting a plan to eradicate the pest from 37 other sub-Saharan African countries—a project that has the support of the African Union (formerly the Organization of African Unity), but lacks the billions of dollars needed to make it happen.



Ali drawing precious goat's milk and (top) cattle ranchers in Ethiopia's Great Rift Valley

Like the former lay preacher he is, the energetic 61-year-old doesn't waste an opportunity to repeat his central message that foreign aid of food will never be more than a stop-gap measure for rural Africa, while a productive cow or a goat is a family's insurance against future hunger. As if on cue, Ali beams as he holds up a happy, milk-fed infant, the youngest of his nine offspring. "The children ate stronger," he says proudly.

Pronounced "say-say" by most Africans, the tsetse fly is the only creature in the world known to host and transmit trypanosomes, parasites that attack the blood and nervous system and lead to a deadly wasting disease in livestock called nagana. While many varieties attack farm animals, only two types of trypanosomes infect humans and produce sleeping sickness. That disease causes a detectable brain fever or lies dormant for years before its deadly symptoms appear. Monitoring of sleeping sickness has been haphazard, but the World Health organization estimates that as many as 500,000 Africans could be suffering from it.

In Uganda, the Namungalwe treatment facility about 175 km west of Kampala is filled with the bone thin and weary who receive a painful arsenic-based medicine for the acute stages of their illness. Julius Dhabangi, a 35-year-old farmer, has been at the treatment centre for three weeks. He is listless and stares into space like an automaton. Nearby, 65-year-old James Ikaba writhes wildly in his bed. Still, these men, whose relatives brought them long distances to the spare cement clinic buildings, are the lucky ones for receiving any treatment at all. Others infected with the disease will simply stay in their remote villages and work until their life ebbs away.

Meanwhile, it is not just humans in need of testing and expensive medication. Every year, tsetse flies kill three million cows and results in more than $6 billion in lost productivity in sub-Saharan Africa. Nagana makes them anemic, infertile and sluggish before it kills them. And the people get hungrier. Keder Umer is a gaunt father of nine daughters and four sons, and a member of Ethiopia's Gurage people, known for their hard work and smarts as traders. When a tsetse invasion hit his village of Cheha in 1976, Umer gradually lost all 70 of his cattle.

The children were sent to town to work in restaurants or as housekeepers. The youngsters who stayed behind developed symptoms of malnutrition. There was little milk or meat, and Umer's fields of teff, the staple grain used to make the tangy Ethiopian bread, injera, had to be cultivated by hand. Umer's voice breaks as he talks about tracking down his older children in the city so he could get some money. "We are proud people," he says, "and I can't say enough about the problem of tsetse and how we have suffered."

Dyck's mission is to spread the word about a technology called the sterile insect technique, which he used to rid Zanzibar's 1,650 sq. km of the tsetse fly. It's a controversial method that involves no spraying, kills no other insects, but requires an enormous investment and is unproven in wide-open spaces. In Zanzibar, Dyck raised eight million male tsetse flies, gave them a strong enough blast of Cobalt-60 gamma radiation to render them infertile, then dropped them in biodegradable boxes over the island at a ratio of 10 sterilized males for every wild tsetse fly. As female tsetse flies mated with sterile males and produced no viable offspring, Dyck upped the ratio of sterile males. The entire species was wiped out in three years.

The bill came to $9 million, footed by Dyck's employer, the United Nations International Atomic Energy Agency, based in Vienna. That, critics calculate, worked out to about $500 per dead fly. Now seeking international donors for tsetse eradication, Dyck insists it won't have to cost so much in other countries. Still, he doesn't deny it's a leap of faith to believe that what worked on a small island surrounded by ocean could be as successful on mainland Africa with its lack of barriers to prevent tsetse migration. "The potential is great but it is a technology on the edge," he says.

Critics say there's no reason to think a costly program that worked on an island will be as effective on the African mainland



Dyck, in Ethiopia, wiped out the tsetse in Zanzibar by sterilizing millions of males

In Ethiopia, they're getting ready to take that leap. A few hours' drive south of the capital, Addis Ababa, the Great Rift Valley opens into a wet, green landscape beaded with the glint of rivers and lakes. And not a single farm in sight. According to Ethiopia's department of animal health, the population density in the dusty highlands is as high as 600 people per square kilometre; in the fertile lowlands it's two. The tsetse fly keeps hungry farmers from grazing cattle there. Nor can they raise crops, says Dyck, because cultivation without draft-animal power is back-breaking and ineffective.

The regional coordinator of the eradication program, John Kabayo, is watching over the first stage of an ambitious project to reclaim 25,000 sq. km of the jewel-green valley for farmers. Results in Ethiopia will undoubtedly colour international donors' willingness to invest in projects elsewhere. Kabayo, a Ugandan biochemist whose father raised cattle, understands the urgency. "Ninety per cent of what some farmers pay out in costs is for tsetse fly insecticide or medicine," he says. Meanwhile, the disease has developed resistance to current drugs. "Up to 50 per cent of animals treated are not protected," he says, "and there are no new drugs being developed."

But for all its worth, critics cite several reasons why sterile-insect eradicanon may not work, and perhaps shouldn't be funded. Some scientists insist that the technique has not produced results that would justify its price tag. Critics also note that the tsetse fly now keeps cattle ranchers from letting their livestock loose on bush and grasslands that sustain the wild game that attracts lucrative tourism. Some bristle at the hubris of wiping out an entire bug species.

But then there is Zanzibar. Four years after the tsetse fly's eradication, the dairy cow population has more than tripled, average milk production is up and farmers report higher incomes, according to Kassim Juma, director of livestock development. As Dyck sees it, if a fly is standing in the way of healthier animals and people and a better crack at prosperity, get rid of the fly. "Human beings," he says, "are more important than insects." M

KLAUS KOSH (TOP); ARNOLD DYCK/IAEA

PETER RICKWOOD/IAEA



THE OTHER DISASTER

The 1956 Springhill explosion claimed 39 lives

MAYBE KEN MELANSON should have recognized the signs. The rats, after all, had disappeared from Mine No. 4 in Springhill, N.S., a few days earlier. Melanson can't remember what he was thinking that Nov. 1, 46 years ago, trudging the 1.5 km from home to begin the 3 p.m. shift. The 19-year-old, third-generation colliery-man donned his overalls and pit helmet and climbed onto the trolley car for the 45-minute ride down to the mine face. Everything seemed normal. Until 5:07 p.m., when he felt a powerfull gust of wind blowing through the shaft. That was his first hint that a fireball from an explosion was already rocketing towards the surface, incinerating everything in its path and trapping Melanson and 51 others in the poisonous gas filled mine more than one kilometre below the surface.

Melanson, 65, who recently retired as a guide at the Springhill Miners Museum, liked to show visitors where the blush bolt of fire blasted to the surface as if from the depths of hell and then rose 60 m into the air. At precisely that spot, he and the other survivors—presumed dead for days—miraculously emerged from the mine entrance after 80 hours underground. The most infamous mine disaster in Springhill's heart-breaking history was still two years off. But the explosion of '56 was horrific enough, leaving 30 miners burned underground and a total of 39 dead. Among them was Paul Allen, 32, who left behind four children and a wife who had kept a sleepless vigil at the site since hearing the siren wail while seated in church that fateful day. "He was late leaving for his shift," remembers Sadie Allen, now 82. "The last I ever saw of my husband he was running down the road to get to the mine on time."

The last of Springhill's mines, which have claimed the lives of more than 400 men, closed in 1970. Today, the town of 4,200 struggles to get by on a tourism industry built around local girl Anne Murray and its bygone days as a coal centre when the population was nearly twice as large. "We've never given up," boasts Arnold Burden, 80, a retired doctor who treated the survivors from the 1956 explosion, "no matter what's happened."

That's saying something. Springhill's spirit has been forged by calamity: an explosion in 1891—some six decades after the discovery of coal transformed the tiny hamlet into a small boom town—killed 125. The Oct. 23, 1958, Springhill disaster that imprinted the town's name as a byword for tragedy—and superhuman bravery and endurance—occurred when an underground geologic shift known locally as a "bump" killed 75 men. They were trapped inside Mine No. 2, as much as four kilometres directly below the surface of what was then North America's deepest coal mine. Radio reporters from around the world broadcast live from the mine site waiting for word from the 174 men trapped below. All but 19 of the survivors reached the surface within a day. Six days after the bump, rescuers found a dozen men alive, and on the ninth day of the ordeal a rescue team broke through the tunnel and found the remaining miners.

Their story enthralled the world. Prince Philip arrived after the rescue to encourage the survivors. A disaster relief fund swelled to $2 million as contributions poured in from around the globe. The drama lived on in a tune penned by American folksinger Peggy Seeger lamenting, "There's blood on the coal and the miners lie/In roads that never saw sun nor sky."

But that wasn't the end of the town's bad luck. In 1975 fire destroyed most of its main commercial street. Recent history hasn't been much kinder. In the winter of 2000, the local hockey arena collapsed under the weight of accumulated snow. The locals still talk bravely about revival, although it's hard to see signs of that among boarded-up colliery buildings and the old company homes where the victims of disaster once lived. Still, Sadie Allen, who each year applies a fresh coat of paint on a set of power poles to mark the spot where her husband died, says, "Springhill is a town of survivors." In a place where tragedy always seems to lurk around the corner maybe that's triumph enough. M

A fireball trapped 52 men in poisonous gas more than one kilometre below the surface

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KIEFER'S BACK ON TOP WITH *24*

The innovative show, Shanda Deziel writes, leaves cop dramas behind

FOR KIEFER SUTHERLAND fans, it seemed almost too good to be true. After spending the '90s languishing in bad movies, not to mention that surreal foray into professional rodeo riding, last year the talented Canadian took the lead role in *24*, a Fox TV series. And even though it was saddled with a seemingly unworkable gimmick—the show would play in real time with each episode representing one hour in a 24-hour day—it turned out to be one of the best programs of 2001/02. Sutherland won a Golden Globe, the series captured an Emmy for writing, and it was picked up for a second season, which begins on Oct. 29.

Sutherland, who plays Jack Bauer, an agent with the U.S. counter-terrorism unit, had no qualms about moving from film to TV. "I was seeing television that was certainly better than some of the films that I was making and was better than a lot of films that I was watching, period," he told *Maclean's* last week. But the Toronto-raised actor, now 35, was still antsy about whether the show would catch on. "I've done 40-odd films, and the first time I watched *Stand By Me* [the hit 1986 coming of age movie in which he had a supporting role], I thought, 'Oh my gosh, my career is over.' So I'm the last person to judge why something works or why it doesn't."

And Sutherland admits he was as surprised as anyone that the time factor—including the ticking clock at the bottom of the screen—turned out to be just as much a star of *24* as he is. "I loved the way the characters interacted, and that's why I took the role," he says. "But with regard to the time format, it was one sentence at the beginning of the script, 'All events take place in real time.' I thought, 'Yeah, yeah, yeah, now where's my dialogue?' So it wasn't till we started shooting that I realized how effective it was and started to get very excited about the potential of the idea."

Last season, Jack Bauer had one day to stop the assassination of the favoured presidential candidate. Meanwhile, the same terrorist organization planning that attack had just kidnapped Bauer's wife and daughter—with whom he'd recently reunited after a marital separation. "I think the writers came up with a real fantastic idea, something people can relate to—a parent who's dealing with their family versus their career responsibilities. Even though these are heightened extremes, I think everybody can relate to the idea because there are so many families where both parents are working."



'It wasn't until we started shooting that I realized how effective the time format was'

COURTESY OF LORENZO AGIUS/FOX

While Sutherland credits the series' writing for its success, a lot can be said for his performance. As a twice-divorced father of a 15-year-old, the actor says he relates to Jack's situation. "You justify taking a lot of jobs, for this, for that, for private schools. But I missed a lot of my daughter growing up. That effort to try and balance family life and professional life and not succeeding at it very well was something that I think I understand really well. But I've gotten much better at it as I'm older."

Sutherland says he's worked out a regimen with his daughter, Sarah, so they spend time together (they're both based in Los Angeles, though Sutherland keeps a home in Toronto, where his mother, actress Shirley Douglas, and his two siblings live). But he's still very busy professionally. In addition to shooting *24*, he has to promote his new movie, *Phone Booth*, which also happens to unfold in real time, and in which he plays a sniper in New York City (the film's release has been delayed due to the shootings in the suburbs around Washington). "It's just so weird," he says. "You can sit down and read a script and think there's no way that this could happen, and all of a sudden, boom, there it is."

ALTHOUGH THE premiere episode of *24* last fall eerily featured a terrorist blowing up a plane, the show quickly moved from realism to escapism and gave prime-time TV watchers what they needed most—an alternative to cop shows. Both *24* and its action-thriller TV peer *Alias*, about a female, college-aged CIA spy, and also in its second season, embrace fresh and unconventional formulas at a time when realistic police and detective shows have lost their edge.

It used to be fun for viewers to try to piece together a homicide puzzle in Any City, U.S.A. But now, more often than not, we know it's the husband and his lover who killed the wife. And it's the private-school teen who's mixed up in drugs who beat the homeless man to death. We've been paraded through endless interrogation rooms, and subjected to way too much squad-room banter. We know that beat cops are bitter, that leather-coated detectives are sarcastic, and that blue-suited district attorneys are condescending. What we don't know is how to tell apart the cookie-cutter actors who play the male-female teams on *Law & Order*, *Criminal Intent*, *Law & Order: Special Victims Unit*, *CSI* and *CSI: Miami*. (Thank you, *Boomtown*, the one new cop show this season that goes for a different sort of moniker, and even dares to shake up the formula by replaying the crime through the eyes of different witnesses and key players.)

What *24* and *Alias* offer is a chance to see crimes that are much larger in scope investigated by more interesting, three-dimensional characters. Things aren't wrapped up at the end of every episode. A season of *24* has multiple, mind-boggling cliff-hangers—enhanced by a unique, split-screen technique. Episodes of *Alias* often conclude with the main character, Sydney Bristow (Jennifer Garner), in a just-this-side-of-campy death-trap situation *à la* the '60s *Batman* series—enhanced by frenetic editing and a pulsing techno soundtrack. So, yes, the creators of these shows expect viewers to be diligent in their TV habits, to come back next week to find out what happens.



Alias, about a female college-aged CIA spy, is another series with a fresh format

COURTESY OF SCOTT GARFIELD/ABC

Besides the edge-of-your-seat action, *24* and *Alias* benefit from the intertwining of professional and personal storylines. Cop shows have always had trouble striking a proper balance between the two. *Law & Order* never gave its characters enough of a personal life, and *NYPD Blue* was way, way, too indulgent. But in *24*, Jack's role as a husband and father last season could not be separated from his role as a terrorist specialist, since his wife and daughter were kidnapped on the same day he was expected to avert a national crisis. In the end, his wife was killed by a corrupt colleague who also happened to be his ex-lover.

What *24* and *Alias* offer is a chance to see crimes that are much larger in scope investigated by more interesting characters

Similarly, Sydney's family issues in *Alias* are part of her job. She and her emotionally distant, secretive father are both double agents with the CIA and a corrupt CIA offshoot. At the end of last season, mom, a former KGB operative, long believed dead, turned up as the head of an international terrorist organization. At their first meeting this fall, mother shot daughter in the shoulder, making it difficult for Sydney to rescue her CIA handler, a forbidden love interest. While it may sound like *I Spy* meets *All My Children*, the deftly scripted, well-acted show doesn't require a huge suspension of disbelief.

This season, *Alias*'s mother-daughter conflict gets ratcheted up. Mom has turned herself in and is being held in a Hannibal-esque cell. And Sydney, tough and vulnerable, makes all Clance-like as she tries to pick the older woman's brain. Jack Bauer's new day, meanwhile, begins a year and a half after we left him. Sutherland's character is still reeling from his wife's death and is estranged, for now, from his daughter. "He's really angry," says Sutherland, "and very different from last year, when each individual life mattered so much. He doesn't care the same way, and that, ultimately, is what I want to be his arc for this year—it's something he has to come back to or die." On a lighter note, Jack has a new love interest—and a beard. For fans of Kiefer Sutherland, a return to the *Young Guns* look seems almost too good to be true. M



BEYOND THE BARRICADES

Two movies dissect the conflicts in Northern Ireland and the Middle East



Bloody Sunday has a raw documentary style while *Divine Intervention* is a surreal satire

HERE ARE TWO MOVIES about hot spots of global conflict—occupied zones where civil rights are at the whim of the military. Both are about stateless peoples, and both draw passionate, unambiguous conclusions. But the films are as dissimilar as prose and poetry. *Bloody Sunday*, a drama shot in a raw documentary style, recreates 1972's Derry massacre in Northern Ireland with harrowing realism. *Divine Intervention*, which explores the everyday dilemma of Israel's Palestinians, is a surreal satire. For different reasons, neither is easy to watch, but both are well worth seeing.

Bloody Sunday examines a turning point in the modern history of Northern Ireland. On Jan. 30, 1972, British soldiers opened fire on unarmed protestors during a civil rights march in Derry. Britain's Parachute Regiment shot 27 people, killing 14, of whom half were teenagers. The massacre, which went unpunished, snuffed out the civil rights movement and inflamed the IRA.

British writer-director Paul Greengrass (*The Theory of Flight*) constructs his drama as a dawn-to-dusk anatomy of the event, joggling between the protestors and the soldiers. The drama follows several characters from both sides, led by Ivan Cooper (James Nesbitt), a Protestant in the Catholic camp who's trying to build a civil rights movement based on the non-violent ideals of Martin Luther King Jr. Then there's Gerry Donaghy, a 17-year-old Catholic stone-thrower in the line of fire—played by Declan Duddy, a Derry schoolboy whose uncle was the first person killed on Bloody Sunday, at age 17.



The use of non-actors—from families of victims to ex-soldiers—creates a profound sense of authenticity. The performances are seamless. And while the jittery hand-held camera is hard on the eyes, the film's verite style—modelled on *Battle of Algiers* (1965)—creates a dramatic centrifuge of devastating emotional power.

Divine Intervention opens on a lighter note, with a scene of a man in a Santa Claus suit, a knife in his chest, being chased up a Nazareth hillside by stone-throwing youths. And the tone of absurdist provocation never lets up. This political satire, which won the Jury Prize in Cannes last May, unfolds with a non-narrative logic and an enigmatic wit. Filming in Nazareth, Palestinian writer-director Elie Suleiman portrays his hometown as a place locked in a ritual of petty feuds. A man hurls bottles from his roof onto the street. Another tosses garbage over his neighbour's wall. A car runs aground in a sabotaged driveway.

With a sequence of deadpan tableaus, Suleiman creates a kind of existential suspense. Three characters gradually emerge. There's an ailing man (Nayef Fahoum Daher) who ends up in a hospital where patients wander the corridors, chain-smoking. Suleiman plays the man's son, ES, a frustrated screenwriter from Jerusalem who carries on a silent romance with a beautiful Palestinian from Ramallah (Manal Khader). Because she's barred from travelling to Jerusalem, the lovers meet at the Israeli army checkpoint. As if at a drive-in movie, they sit in a car holding hands and watch soldiers harass travellers. At one point, ES inflates a red balloon with a caricature of Yasser Arafat and lets it float from the sunroof. As Israeli soldiers train guns on it, the balloon wafts all the way into Jerusalem, until it snags on the gold Dome of the Rock.

Divine Intervention's satire remains oblique until an outrageous fantasy shatters the tone of grim deadlock. It involves a cartoonishly choreographed troupe of Israeli soldiers shooting images of Palestinian guerrillas at a target range. Suddenly a woman materializes from behind a target—Khader transformed into a ninja fedayee. Flying through the air, she deflects their bullets into a Christ-like halo and lassos their guns with her unravelling head scarf. It's a controversial scene that some will find thrilling, others alarming, but it reflects the desperation of a people who can only imagine winning their freedom by an act of reckless magic. M

COURTESY OF PARAMOUNT CLASSICS (TOP); COURTESY OF SÉVILLE PICTURES



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ROGERS

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People | 72

A 17-year-old's fame and fortune

Rachel Skarsten, a star of the TV series *Birds of Prey,* reflects on her past, present and future



Art |

The queen of London's art world

With friends like Elton John, Robert Downey Jr., Kate Moss and Stella McCartney, British photographer and filmmaker Sam Taylor-Wood can't help but be the hottest new artist in town. And while she uses many of her friends as models, the best model is herself.



Television |

The urge to use sports jargon when describing **Nancy Lee** is irresistible. She's pulled out all the stops, she's gone for gold, she's on her game. But the executive director of CBC Sports is anything but a cliché. Taking over the department in 2000, Lee pushed the network to rethink content and presentation, while also battling stereotypes. The one she hates most? Being a woman in a "man's world." "I don't in any way, shape or form look at it like I am a woman in this job," says Lee. "It just doesn't come into my thinking that I'm the only woman at the table. Either I'm a good negotiator or not." Lee's skills were put to the test earlier this month during the highly publicized contract talks with sportscaster Ron MacLean. "We were negotiating in front of 10 million people, and that was a bit distracting," she says. "But it doesn't change the fact that I enjoy what I do."

CBC Sports television exec Nancy Lee knew what she had to do, went out and did it.

DETAILS

Lee, a former competitive swimmer, loves watching football, cross country skiing and hockey. 'I'm paid to watch television sports. Most people want to do that as their leisure activity.'

One of the biggest changes Lee has insisted on at the CBC is to make sports more accessible—even down to changing how commentators talk. "In figure skating, they say 'double Salchow' but what does that mean?" says Lee. And she's also developed new criteria to determine which amateur and professional sports the network broadcasts. Hence the appearance of table tennis in CBC's coverage of the 2002 Olympics. After all, two Canadians are among the top 10 world table tennis players and there's a surprisingly high number of diehard competitors in the country. "I'm really big on amateur sports," says Lee. "It's so important in people's lives." That it's her job to put it on the CBC is an added bonus. And, well, Lee's just happy to be there.

Listings |

For a laugh

Gilda's Club of Greater Toronto
Nov. 11
Canada's top talent performs in the It's Always Something Variety Show at the Princess of Wales Theatre. The benefit, hosted by **Eugene Levy** and featuring **Martin Short** and **Colin Mochrie**, will raise money for families dealing with cancer.
Toronto

Randy Hughson: Earshot
Until Nov. 2
The comic virtuoso plays a man sensitive to sound (he can hear the writer upstairs crumpling a rejection letter) in this witty tale of unrequited love written and directed by **Morris Panych**.
Calgary

Nuit blanche
Oct. 21 to Nov. 16
Six white-clad insomniacs explore a small universe of black walls, doors and nocturnal fantasies in this show performed by Toronto-based dance company Corpus. Rate Corneau, Sept-Îles, Havre-Saint Pierre, Que., Peterborough, Ont., Toronto

Orpheum Theatre
Oct. 31 to Nov. 11
The 75-year old theatre celebrates its magnificent heritage with special events including a performance by blues legend **B.B. King** and a Stars of Tomorrow showcase.
Vancouver

CLOCKWISE FROM TOP LEFT: PHOTOGRAPH BY GEORGE PIMENTEL, PHOTOGRAPH BY MACKENZIE STROH, PHOTOGRAPH BY KRISTOFF STEINBRUCK



People

Rachel Skarsten is a 17-year old Toronto actress brimming with confidence—and for good reason. She currently plays Dinah in the new Batman-inspired TV series, *Birds of Prey*, and has one of the lead roles in *Virginia's Run*, a family film about two teenaged girls coping with the loss of their mother, starring Gabriel Byrne. But Skarsten seems most excited about returning home from L.A. for her upcoming season as the goalie of the Leaside Wildcats Midget AA. "The producers of *Birds of Prey* were really worried I might ruin my face playing hockey," says Skarsten, who became passionate about the game after watching then-Maple Leafs goalie Curtis Joseph in the '99 playoffs. "I was a ballerina and just loved the way he moved. I told my mom the next day I wanted to be a goalie and she just laughed at me. Looking back it was probably fair, since I didn't even know how to skate at the time."

But if Skarsten's acting and hockey careers don't pan out, she has a lot to fall back on. "Acting was never supposed to be this large a part of my life," she says. "In some ways it has been tough, because I've not only lost my anonymity, but my identity, as well. People now identify me as Rachel Skarsten, the actress, and I sometimes just want to say, 'I do so much more.'" In fact, Skarsten studied ballet at Toronto's Royal Academy of Dance and music at the prestigious Claude Watson School for the Arts, where she was a cellist in the orchestra. And while she'd eventually like to go to university, her goal in life is to be a full-time mother. "I want to have kids, a minivan and a dog," says Skarsten, who lost her father to cancer when she was nine and was raised by her stay-at-home mom. "I've always thought it's so rewarding and an honour to raise children." But for now, she's happy stopping pucks and the occasional villain. JOHN INTINI

'Acting was never supposed to be this large a part of my life. I've not only lost my anonymity, but my identity.'

Review

AGE OF MYTHOLOGY
(Ensemble Studios, Microsoft)



As a follow up to their award-winning Age of Empires series, Ensemble Studios and Microsoft have teamed up again—this time to take over the underworld. Age of Mythology plays just like its real-time strategy predecessors but instead of commanding hoards of Mongols, Franks and Goths, gamers will gather their resources and go to battle with creatures from Greek, Norse and Egyptian mythology. But AoM is far more than a sequel. Choosing which deities to worship and employing the special powers they bestow provides much more depth and requires thorough planning and sound strategy. Mythology is a Valhalla of a good game.

BATTLEFIELD 1942
(Digital Illusions, Electronic Arts)



Heralded as the multiplayer's pre-eminent combat game, Battlefield 1942 is a paradox of excitement and frustration. Expansive battlefield landscapes, detailed graphics and the ability to fly planes, drive tanks and operate subs make the game one of the more intricate of several Second World War shooters. But users will need some powerful weapons of their own to play smoothly. Even with a high-speed connection for on-line play and memory to spare, BF1942 suffers from lags and hiccups. Still, despite half its battles taking place *after* 1942, including campaigns at Omaha Beach, Iwo Jima and Berlin, BF1942 is a rush—it's just a little ahead of its time.

LINKS 2003 (Microsoft)



As one of the most enduring PC games series, the Links franchise—like a golfer—keeps getting better with practice. While 2003 has dropped the video-rendered players that made its 2001 version seem so lifelike, a new real-time swing feature and graphic course design improvements make it an enjoyable game, even with the odd double bogey. And unlike the real sport, Links has a very easy learning curve, offering tutorials, tips and a practice screen for improving drives, chips and putts. While it does fall a few yards short in the number of courses—only six—Links 2003 certainly makes par. MICHAEL SNIDER

PHOTOGRAPH BY GEORGE PIMENTEL

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ROGERS



Art | An artist's body of work

In the photograph *Slut*, artist Sam Taylor-Wood has her eyes closed—as though the thick layers of black makeup weigh too heavy on them—and her neck boasts angry, red love bites. Made in 1993 at age 26, it was the British artist's first self-portrait. She wanted to convey the feeling of a person being happy about the label "slut" but admits her eyes are closed as a mask, keeping viewers distant.

Last year, London's hottest contemporary artist—with celebrity friendships, a cutting-edge art dealer husband and a new daughter to boot—made another powerful photograph. Taylor-Wood's *Self Portrait in a Single Breasted Suit with Hare* depicts the artist in a black tailored suit, holding a stuffed rabbit in one hand and the camera's shutter release in the other. Her eyes are wide open and it's a brutally frank image—in the past five years Taylor-Wood has fought an ongoing struggle with cancer, first of bowel and then of breast which necessitated a mastectomy and chemo. "I think a great artwork challenges the way you look at life or look at things with a different perspective," says Taylor-Wood, now 35, who adds hastily, "I can't speak so grandly of my own work, but a great piece slightly changes you."

These two self-portraits are among 27 pieces, including seven installations, that make up Taylor-Wood's first Canadian solo show. The exhibit, which recently opened at the Musee d'art contemporain de Montréal and runs until Jan. 12, features photography and short films accompanied by music. Much of the work captures the human body in raw or awkward poses. "It's very important to me," says Taylor-Wood. "People in different states of nakedness are people at their most vulnerable or at the most peace with themselves." And with her eyes now wide open, perhaps Taylor-Wood is making her own peace.

AMY CAMERON

London's new art-world it girl, Sam Taylor-Wood, won't be the one to look away first

PHOTOGRAPH BY MACKENZIE STROH

Books | The view from the other corner of the ring

Muhammad Ali, now 60 years old and suffering from Parkinson's disease, was in Toronto last week, the guest of honour at a star-studded fundraiser for Parkinson's research. The visit marked a return to the scene of a memorable fight the former heavyweight boxing champion had with one of 15 opponents profiled in Stephen Brunt's *Facing Ali* (Knopf). In 1966, when he entered the ring in Maple Leaf Gardens with the game but outclassed Canadian champion George Chuvalo—for a fight Brunt calls "brutally one-sided"—Ali was at the peak of his athletic skills. And approaching the peak of a political controversy that would soon see him stripped of his title. Having polarized American fans by his opposition to the war in Vietnam, his conversion to Islam and his change of name, Ali was rapidly acquiring iconic stature, and well on his way to becoming one of the most famous people on the planet. Chuvalo and 14 other fighters, Ken Norton and Joe Frazier among them, tell Brunt what Ali—as much media phenomenon as boxer—meant to their lives.



BESTSELLERS

Fiction

		POSITION LAST WEEK
1.	**THE LAST CROSSING,** Guy Vanderhaeghe (2)	
2.	**THE NAVIGATOR OF NEW YORK,** Wayne Johnston (7)	1
3	**UNLESS,** Carol Shields (28)	3
4.	**FAMILY MATTERS,** Rohinton Mistry (29)	10
5.	**RED RABBIT,** Tom Clancy (11)	4
6.	**THE LOVELY BONES,** Alice Sebold (13)	5
7.	**LIFE OF PI** Yann Martel (1)	
8.	**THE STORY OF LUCY GAULT** William Trevor (3)	6
9.	**CREATION,** Katherine Govier (1)	
10.	**THE PIANO TUNER,** Daniel Mason (2)	9

Non-fiction

1.	**STEP ACROSS THIS LINE,** Salman Rushdie (4)	1
2.	**THE BLANK SLATE,** Steven Pinker (1)	
3.	**STUPID WHITE MEN,** Michael Moore (33)	3
4.	**THE BULLY, THE BULLIED, AND THE BYSTANDER,** Barbara Coloroso (4)	5
5.	**BIRDS,** Robert Bateman (4)	4
6.	**FLINT & FEATHER,** Charlotte Gray (7)	7
7	**HIGH LATITUDES,** Farley Mowat (2)	9
8.	**THE FALL OF BERLIN 1945,** Antony Beevor (23)	6
9.	**MERCATOR,** Nicholas Crane (10)	7
10.	**FACING ALI,** Stephen Brunt (1)	

() Weeks on list
Compiled by Brian Bethune

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NO PLACE LEFT TO HIDE

To a Canadian in Indonesia, Bali was a place of innocence—until the bombings

BALI HAS ALWAYS seemed like a fine, peaceful place, a land of rice terraces sealoped against hillsides under brooding volcanoes, a place so green that it sometimes seems like all the green of the world has been gathered up into this one colour saturated vista. Those parts of Bali still exist, and it's still a place where it almost seems temples outnumber people. But to a Canadian expatriate like me, Bali now conjures up a darker, more frightening vision. Two Saturdays ago, while my wife and I were having Thanksgiving dinner with Canadian friends in Jakarta, the Indonesian capital, a bomb exploded at a crowded nightclub in the always hectic tourist district along Kuta Beach in southern Bali, killing nearly 200 people and leaving hundreds more injured or missing. (We called our dog Kuta, after the beach, and it occurs to me now that maybe we should change it to something with a happier connotation.)

For me and so many others, Bali now represents the final loss of innocence at the hands of terrorists. Maybe, as my wife and I have remarked sadly in the past few days, we'd be safer back in our original respective homes in Regina or St. Antoine-de-Tilly, Que., but who knows what place is really safe these days? If victory for al-Qaeda and its followers and imitators can be measured by the absence of safe havens for ordinary people, then they've won, and all the after-the-fact bluster of the politicians isn't going to change it.

Perhaps we should have seen the violence coming. Since we moved here three years ago, a powerful bomb outside the home of the Philippine ambassador injured him and killed several others. A bomb at the Jakarta Stock Exchange tower killed 15 people, bombs have gone off at churches on Christmas Eve, and there have been bombs at shopping centres and other venues. Such violence isn't everyday fare, but it's happened often enough that my wife and I have discussed how to deal with the arrival of unexpected mail parcels. But now, it's really different because it was Bali, where people thought they were exempt from terror, and many of the victims are westerners like us. And it's different because there's an overlay of international and national politics that will have lasting impact.

For months, foreign governments have told the Indonesian government that it needed to get tough with its Muslim extremists. The United States and Singapore, in particular, pressed the government to arrest Abu Bakar Bashir, a Muslim cleric accused of masterminding a group called Jemaah Islamiah, which wants to create an Islamic state covering Malaysia, Indonesia and the southern Philippines. The group has been accused of being in league with al-Qaeda. The government's response has been perplexing and many public figures defend Abu Bakar and others like him. Vice-President Hamzah Haz said that if accusations from abroad continued, Indonesians would react in a fury that the government would not control. You can read that as a threat.



Until the Bali bombings, the Indonesian government of President Megawati Sukarnoputri had been able to resist demands from abroad to take action and still portray herself and her country as a participant in the American-led war on terror. That will now change, as the pressure has become irresistible. But her reticence until now may prove to have been an accurate reading of the political winds. Most Indonesians are as chilled by what happened as we are, but among elites, there persists what one Indonesian friend calls an act of national denial. Abu Bakar plays to that denial when he says the bombing was "engineered by the United States and its allies to justify allegations that Indonesia is a base for terrorists."

It's one thing for Abu Bakar to talk like that, but the state-run news agency *Antara* ran a story the day after the bombing saying much the same. A leading Jakarta newspaper went one step further, suggesting the blame rested with either the international Jewish conspiracy or the United States. Another Indonesian friend, when quoting these comments, noted that such arguments should not be dismissed out-of-hand.

Even after recent incidents, I feel great affection for the country that has become my second home. But there are times when it can be a frustrating place, where everything that happens here is someone else's fault. It's a country where people still blame the Dutch for whatever goes wrong, even though Indonesia has been independent for almost 60 years. The government will act, not because it feels it necessary to confront its own homegrown terrorists, but because it has no other choice. Debt-ridden, its economy in shambles, it will bow to international pressure, but unhappily. And while innocence is lost, there will be some in Megawati's government who will continue to insist that somehow all this has had nothing to do with Indonesia, that it is all a foreign plot. Many of us here—and not just expatriates—know better. And many of us here will never again think of Bali as a peaceful land of impossibly green rice terraces. Sadly, these days there's no place to hide. M

Former *Maclean's* senior writer Warren Caragata is a consultant in Jakarta.

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